



AUSTRALIAN and NEW ZEALAND ACADEMY of MANAGEMENT



Sustainable Management & Marketing

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About ANZAM

ANZAM is the primary professional body for management educators, researchers and practitioners in Australia and New Zealand, with about 600 individual members and 50 institutional members (representing most Australian and New Zealand universities) as well as members from other countries.

ANZAM's Purpose

The Australian and New Zealand Academy of Management (ANZAM) advances management education, scholarship, research and practice.

ANZAM's Intent

- To facilitate the consideration and dissemination of management knowledge;
- To provide a range of services for the ongoing development of members;
- To provide an authoritative voice to advance the interests of the management discipline; and
- To promote greater collaboration between stakeholders.

Australian and New Zealand Academy of Management

Suzy Byrne

From: onbehalf@scholarone.com on behalf of michelle@promaco.com.au
Sent: Saturday, 10 October 2009 10:48 PM
To: Suzy Byrne
Subject: 23rd Annual Australian and New Zealand Academy of Management Conference - Manuscript ID ANZAM2009-236.R1 ACCEPTED

10-Oct-2009

Dear Mrs. Byrne:

It is a pleasure to accept your final manuscript entitled "Governance and Management Interaction in a Child Care Setting" for publication in the 23rd Annual Australian and New Zealand Academy of Management Conference. 2010 ?

Thank you for your contribution. We look forward to welcoming you to ANZAM 2009 in Melbourne, Victoria.

Sincerely
Michelle Ainsworth
Conference Coordinator
on behalf of

Prof. Sen Sendjaya
Stream Chair, 23rd Annual Australian and New Zealand Academy of Management Conference

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for the **ANZAM 2009 Conference**

This booklet contains abstracts of the papers which have been accepted for the ANZAM 2009 Conference. All papers have been subject to a double-blind peer reviewing process. Full papers are available on the Conference CD.

Editor: Dr Nicholas Beaumont, Department of Management,
Monash University, Victoria

ISBN: 1 86308 159 3

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WELCOME FROM THE PRESIDENT

On behalf of the ANZAM Executive I welcome you to the 23rd ANZAM Conference hosted by the Department of Management, Monash University, Melbourne 2009.

The conference theme this year is both timely and of great significance, not only for our academic disciplines of course, but it also reflects one of the 'great challenges' facing us all in the 21st Century.

Keynote presentations by Professor Tim Flannery and Professor Dexter Dunphy will present opportunities for further insights into *Sustainable Management and Marketing*, particularly in respect of their recognised fields of sustainable development and environmental strategy.

Presentations from authors of papers in a program across 16 streams, interactive workshops and poster presentations will provide educators, managers and leaders in all fields of industry and endeavour the opportunity to engage with the conference theme in a responsive and strategic manner.

The academic program this year is further enhanced by a collaborative approach in bringing together the primary professional bodies for management and marketing educators, researchers, students, scholars and practitioners in a combined day of activity.

We look forward to other opportunities for collaboration and interaction with you during the program of social activities including the Happy Hour Welcome, a Cocktail Reception at the National Gallery Victoria and the Conference Dinner.

I thank participants and guests from twenty-four international locations, New Zealand and Australia for their commitment to ANZAM, and hope that you enjoy your stay in the City of Melbourne.

My thanks also go to the Monash Team who have worked in collaboration with the ANZAM Secretariat and Promaco to bring us together for ANZAM2009.

Professor Amrik Sohal
ANZAM President 2009





Sustainable Management and Marketing



ANZAM PROVISIONAL PROGRAM 2009

2009 TRACK CHAIRS

POM	1. Philosophy of Management	Assoc Prof Mark Dibben and Dr Cristina Neesham	M&C	9. Marketing and Communication	Assoc Prof Andrew Parsons
L&G	2. Leadership and Governance	Dr Sen Sendjaya	OB	10. Organisational Behaviour	Prof Mary Barrett
CMS	3. Critical Management Studies	Prof Gabriel Donleavy	PSN	11. Public Sector and Not-for-Profit*	Assoc Prof Ken Coghill
ESB	4. Entrepreneurship, Small Business and Family Enterprise	Prof Udo Staber	RM	12. Research Methods*	Prof Ray Cooksey
GDO	5. Gender and Diversity in Organisations	Prof Glenda Strachan and Dr Erica French	SM	13. Strategic Management	Dr Quamrul Alam
HRM	6. HR Management and Development	Dr John Molinueux	SSM	14. Sustainability and Social Issues in Management*	Assoc Prof Greg Wood
IM	7. International Management*	Assoc Prof Katherine Hutchings	TIM	15. Technology, Innovation and Supply Chain Management*	Dr Nicholas Beaumont
MED	8. Management Education and Development*	Assoc Prof Anne Ross-Smith	OC	16. Organisation Change	Dr Melanie Bryant

*Tracks of interest to both ANZAM and ANZMAC

MONDAY 30 NOVEMBER 2009

0845	Doctoral Colloquium Workshop Registration				Victoria University, Melbourne CBD
0900	Doctoral Colloquium Workshop commences at the Victoria University, Melbourne CBD				
1700	Workshop Day 1 concludes				

TUESDAY 1 DECEMBER 2009

0900	Doctoral Student Workshop continues at the Victoria University, Melbourne CBD				Victoria University, Melbourne CBD
1230	Outgoing ANZAM Executive Meeting (concludes 1630)				Crown Promenade – Executive Boardroom
1645	Conference Registration commences – Crown Promenade Foyer Level 2				Crown Promenade Foyer Level 1
1800	Welcome Happy Hour - Crown Promenade Foyer Level 1				Crown Promenade Foyer Level 1
1930	Free evening				

WEDNESDAY 2 DECEMBER 2009

0730 - 0830	New ANZAM Members Breakfast – Crown Promenade Mesh Restaurant Level 1										Crown Promenade Mesh Restaurant								
0815 - 0900	Registration										Crown Promenade Foyer Level 1								
ANZAM/ANZMAC COMBINED PLENARY										Promenade – P1									
0900 - 1000	INTRODUCTION AND WELCOME: ANZMAC and ANZAM Conference Chairs KEYNOTE SPEAKER: Professor Tim Flannery (writer, scientist, explorer and Australian of the Year 2007): <i>Sustainable management and marketing</i> <i>Sponsored by The Office of Environmental Sustainability TOES</i>																		
1000 - 1030	Morning Tea – Crown Promenade Foyer Level 1																		
CONCURRENT SESSIONS																			
	P2	M1	M2	M4	M10	P3	SPECIAL SESSIONS			M9	M3	M5	M8	M6					
CH	Marchegiani, Christopher	Lee, Geoffrey	Steel, Marion	van Zanten, Rob	McQuilken, Lisa	Ouschan, Robyn	M12	P1	M11	M13									
TRACK	Consumer Behaviour I	Consumer Behaviour II	Consumer Behaviour III	Marketing Education	Services Marketing	Sustainable and Social Marketing	SS A	WK C	WK A	WK B	HRM	International Management	Management, Education and Development	Marketing and Communication	Organisational Behaviour				
THEME	Emotion	Marketing Communication	CB Online	e-learning II	Conflict and Service Failure	Consumer / Branding	Big Mac5 Symposium: Marketing, the GFC and future sustainability								Employment – Career & Talent Management	New Evidence from Expatriation and Trade Issues in Asia	Knowledge, Training and Development		Improving Work <i>Sponsored by John Wiley & Sons Australia</i>
1030 - 1050	010	588	586	417	034	365	Sustainable Management and Marketing Practices: An Industry Perspective								Just a job or a satisfying career? Careers in the aged care industry Clarke, Marilyn	Change your mind? A longitudinal study of expatriates' cognitive changes Fee, Anthony; Lu, Steven; Gray, Sidney	Developing expert knowledge in communities of practice Rathnapulige, Daniel, Lisa	Developing a multidimensional scale for measuring network effects at product level Winter, Susanna; Sundqvist, Sanna	Does a positive work environment enhance organisational attachment in University academics? Ferrer, Justine; Foley, Patrick; VanGriensberg, Bernadine

1050 – 1110	264	P2	305	M1	611	M2	013	M4	124	M10	334	P3	M12	P1	M11	M13	M9	M3	M5	M8	M6
	How thinking styles moderate the attraction effect		Exploring dimensions of consumer-human brand attachment		Personality influences the Mobile Phone Usage		How locus of control influences students' e-satisfaction with self-service technology in Higher Education		Negative emotions in customers' service experience firms' service recovery in the Norwegian Tourism Industry		Energy labels: formats and impact on consumption behaviour						Middle managerial careers in the 21 st century	You're from where? The influence of distance factors on cross-cultural adjustment	Developing a knowledge sharing model for the implementation of the learning organization	Service dominant logic: is it simply repositioning relationship marketing?	Eco-careers: expressing green values in working lives
	<u>Maq. Wen; Oppewal, Harrie</u>		<u>Illicic, Jasmina; Webster, Cynthia</u>		<u>Siddiqui, Kamran; Mirza, Irfan; Awan, Farhan; Hassan, Ahmed; Asad, Munaza; Zahoor, Salman</u>		<u>Chitty, Bill; Ward, Steven; Noble, Terry; Tiangsoongnien, Leela</u>		<u>Svan, Sander; Slatten, Terje; Svensson, Goran; Edvardsson, Bo</u>		<u>Gu, Haodong; Morrison, Pamela; Yu, Chongxin</u>						<u>Jogulu, Uma; Parra, Melissa; Wolfram Cox, Julie</u>	<u>Jenkins, Emma; Mockaitis, Audra</u>	<u>Suwetvattana, Kul; Chokchai, VanGramberg, Bernadine; Shee, Hiranshu</u>	<u>Johns, Raechel; Blackman, Deborah; Low, David</u>	<u>Inkson, Kerr; Parker, Polly</u>
1110 – 1130	680		105		078		066		603		278						2488	2140	2454	2499	044
	How do men and women process anti-alcohol ads stimulating negative emotions?		Attitude towards TV advertisement s: the case of Bangladeshis		Body beliefs and virtual models		Marketing students' perceptions of online recorded lectures		Cognitive appraisal processes in service failure situations		Pursuing status through ethical consumption?						Reactive or proactive? Universities in action on their ageing academic workforce	Cross-cultural competence of the PRC expatriate managers	Developing leaders through self-directed learning: a conceptual model of self-development	Employer branding in Australia: a content analysis of recruitment advertising in the mining and higher education industries	Is there any relationship between loneliness, job satisfaction and organizational commitment of migrant workers?
	<u>Beebeur, Imene; Valette-Florence, Pierre; Guizani, Haythem</u>		<u>Razaque, Mohammed</u>				<u>Ho, Henry; Weaver, Debbie</u>		<u>Jiraporn, Patti; McColl-Kennedy, Janet</u>		<u>Allison, Gareth</u>						<u>Jacqueline; Neumann, Ruth</u>	<u>Wang, Dan; Freeman, Susan; Hutchings, Kate</u>	<u>Nesbit, Paul</u>	<u>Waight, Paul; Chow Jenice</u>	<u>Chan, Sow Hui; Hua Han</u>

	P2	M1	M2	M4	M10	P3	M12	P1	M11	M13	M9	M3	M5	M8	M6								
1130 - 1150	308 Stadium attendance: what kinds of experiences are some spectators looking for when they attend a Rugby Game? An experiential perspective Pateron, Michael, Johnstone, Michael-Lee	396 Consumer socialisation of children: exploring the influence of TV programme content on children's health knowledge, attitudes and behaviour Hawkins, Jacinta, Allison, Gareth	650 Exploring on-line shoppers preferences for Australian and foreign sourced apparel Steel, Marion, Ho, Sheau	063 The value of full-lecture versus podcast for student learning van Zanten, Rob	248 Consumer characteristics and responses after failures of self-service technology Kusumasonoja, la Sony	587 Brands and labels as sustainability signals Roth, Stefan, Klingler, Manuel, Schmidt, Thomas, Zitzspenger, David					Z 311 Managing the talent of independent contractors in Australia McKeown, Tui	Z 222 The role of unilateral liberalisation in promoting GATS commitment: a case study of Bangladesh commitment in the mobile phone sector Yusuf, Mohammad, Alam, Quamrul, Coghil, Ken	Z 172 Continuous learning and employee learning processes: the case of New Zealand small manufacturing firms Goetzer, Alan, Peter, Raja, Vasanthi, Peter	Z 477 Conceptualising personal and historical nostalgia as travel motives Quintal, Vanessa, Asenjo, Carolina, Phau, Ian, Marchegiani, Christopher	Z 116 Raising the profile of depression in the workplace Lawson, Katrina, Rodwell, John, Noble, Andrew								
1150 - 1210	031 Assessing varying intensities of personal nostalgia on emotions Phau, Ian, Marchegiani, Christopher	566 Preferences for TV content genre: what Sydney viewers want Lee, Geoffrey, McGuigan, Robyn			539 The influence of failure severity and perceived employee effort on consumers' postcomplaint negative WOM intentions in a service guarantee context McQuilken, Lisa	154 The impact of gym users' perceived value of fitness centres on their quality of life perceptions Ouschan, Robyn, Nikola, Meghann	Big Mac5 Symposium: Marketing, the GFC and future sustainability				Sustainable Management and Marketing Practices: An Industry Perspective					The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1:							
							Gender and careers: women, management training and leadership				Z 023 More than new bottles? Exploring the who and how of talent management in multinational companies McDonnell, Anthony, Hickey, Catriona, Gunnigle, Patrick					Z 052 The impact of a multinational corporation's human resource structure and strategy on the international performance appraisal Maley, Jane		Z 207 Training decision making in software services firms: evidence from India Malik, Ashish, Nalakant, Venkataraman		Z 464 A best practice model for the export of fresh food from Australia to the retail market in Thailand Goeth, Emma, Sohal, Amrik		Z 362 Work-life balance: in search of effective strategies Haddon, Barbara, Hede, Andrew	
Above sessions break for lunch from 1150 - 1210																							
Special Sessions continue through to 1230																							
Above sessions break for lunch at 1210																							

Wednesday 2 December 2009

SPECIAL SESSIONS AND WORKSHOPS																			
Venue	M12				P1			M11			M13								
1030 - 1230	SS A: SPECIAL SESSION 739 Big Mac5 Symposium Marketing, the GFC and future sustainability Participants: Suzanne Beckmann, Copenhagen Business School Denise Conroy, University of Auckland Tim Deviney, AGSM Andreas Falkenberg, University of Agder, Norway Gary Lilien, Penn State University Daniel Tixier, ESSEC Chair: Rob Lawson				WK C: INDUSTRY PANEL Sustainable Management and Marketing Practices: An Industry Perspective Participants: Richard Mason, Metro Trains Melbourne Nick Savaidis, Etiko Fair Trade Pat McCafferty, Yarra Valley Water Bob Beaumont, AusIndustry John Holloway, Direct Selling Association of Australia Graham Bradley, Australian Business Council KerryN Schrank, PriceWaterhouseCoopers TBC Chair: Max Coulthard			WK A: Z 098 The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1: "Sustainable Leadership and Global Responsibility" Jones, Grant; Avery, Gayle; Bissett, Rosemary; Ross, Don Chair: More, Elizabeth			WK B: Z 129 Gender and careers: women, management training and leadership Connell, Julia; Ryan, Suzanne; Ross-Smith, Anne; Pullen, Alison								
1210 - 1310 1230 - 1330	Lunch Break – Crown Promenade Foyer Level 1 ANZMAC - INSTITUTIONAL MEMBERS LUNCH : 1215 – 1315 – P1																		
CONCURRENT SESSIONS																			
Lunch continues until 1330					SPECIAL SESSIONS														
					M11	M12	M13	M8	M4	HHM	M3	M10	M9	M6					
THEME	M2	M7	M1	M5	P3	SS B	SS C	WK D	WK E	WK F	Performance Management and Psychological Contract	Cultural Influences on Managing and Researching in Asia	Curriculum & Design I		Managing in Special Environments Sponsored by John Wiley & Sons Australia				
1310 - 1330	Grace, Debra Brand Management Brand Personality and Brand Extension	Quaddus, Mohammed Consumer Behaviour I Diffusion of Innovations	Knight, John Consumer Behaviour II Social Marketing and Values	Emerson, Alastair Public Sector and Not for Profit Public Service and Internal Marketing	Pettigrew, Simone Sustainable and Social Marketing Alcohol	Marketing during a recession		Reviewers role in the academic process		The Institute for Sustainable Leadership (ISL)	Broadening our horizons: exploring the work of ten educational theorists		Management and marketing research in China		Z 096 A career stage perspective to employees' preferred psychological contract inducements Low, Chin Heng; Bordia, Prashant	Z 498 Curse of the constructs: assessing intercultural effectiveness Stone, Nick	Z 057 The "Global Project": embedding global skill sets within management curriculum Cameron, Roslyn	Z 442 Socially responsible behavior in socially protean context: how fundamental attribution error influence ethical consumer behaviour Yu, Chongxin; Gu, Haodong	Z 394 Exploring the causes of nurses' intent to leave the job: a Taiwanese perspective Hung, Jia-Yi; Wong, Ho Yin

1330 - 1350	510 Vertical brand extensibility: a conceptual framework <u>Pontes, Nicolas, Jevons, Colin</u>	504 Understanding the impact of environmental uncertainty on efficiency performance indicator of Thai rice millers <u>Thongratana, Phacharaee, Jie, Ferry, Perera, Nelson</u>	403 Mini-sizing consumption or whetting the appetite? Managerial insights on sachet marketing strategies of consumer goods companies <u>Sy-Changco, Josephi, Pompitakpan, Chanthika, Singh, Ramendra</u>	707 Developing a local government marketing model <u>Gardiner, Michael</u>	286 The unique influences of university students' satisfactory and dissatisfactory high risk drinking experiences on their readiness to change <u>Baird, Michael, Ouschan, Robyn, Phau, Ian</u>	Marketing during a recession			
Reviewers role in the academic process									
The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability									
Broadening our horizons: exploring the work of ten educational theorists and their potential contributions to the scholarship and practice of management education									
Management and marketing research in China									
	Z 195 Employee participation as a moderator on the high performance work systems and the perception of quality of care relationship in a large regional Australian health service <u>Bartram, Timothy, Casimir, Gian, Leggat, Sandra, Stanton, Pauline, Bonias, Dimitra, Cheng, Cindy</u>	Z 471 Knowledge transfer and the traditional expatriate assignment: a literature review and future research directions <u>Salih, Noorziati, Fisher, Greg, Nankervis, Alan,</u>	Z 508 Empirical evidence for the efficacy of coaching: a field test using a Solomon four-group design <u>Fisher, Melanie, Wood, Elliot</u>	Z 030 Consumer cognitive responses towards types of nostalgic appeals in advertising <u>Marchegiani, Christopher, Phau, Ian</u>	Z 393 HR practices and employee outcomes: a study of job satisfaction and organisational commitment in Taiwanese nursing <u>Hung, Jia-Yi, Timo, Nils</u>				
	Z 171 Performance appraisal cynicism: causes and consequences <u>Brown, Michelle, Kraimer, Maria, Bratton, Virginia</u>	Z 308 Beware of different Guanzi measurements when doing research in China <u>Latham, Gwendal, Gordon, Raymond</u>	Z 117 Why do business students drop out? Evidence from first, second, and third year students <u>Willcoxson, Lesley</u>	Z 363 Exploratory study into the use of the web as a marketing tool by arts organisations in Vietnam <u>Le, Huang, Sargent, Jason</u>	Z 457 Protean careers and the performing arts: antecedents for intrinsic motivation <u>Fernandes, Sophie, Chalon, Christopher</u>				
1350 - 1410	033 The dilution effects of a line extension on the brand portfolio <u>Glynn, Mark, Sandhaug, Lars</u>	209 The diffusion of information technology applications in Malaysia's foodservice industry <u>Ismail, Ahmad Fareed, Murphy, Jamie, Chern, Boo, Huey, Sambasivan, Murali</u>	714 The portion-size effect: the impact of increasing portion-size options on food consumption volume <u>Lei, Jing, Gill, Tripat</u>	041 The impact of isomorphic pressures on the development of organisational service orientation in public services <u>Caemmerer, Barbara, Marck, Michael</u>	144 Critical social marketing: assessing the impact of alcohol marketing on youth drinking <u>Gordon, Ross, Harris, Fiona</u>				

	M2	M7	M1	M5	P3	SPECIAL SESSIONS				P2	M3	M10	M9	M6				
1410 - 1430	668 The impact of brand personality and marketing communication s on brand equity: an exploratory segmentation approach <u>Guizani, Haythem</u> , <u>Valette-Florence, Pierre</u> , <u>Becheur, Imene</u>	716 Technology commercialisation mapping in a developing country: Indonesian case study <u>Dhewanto, Wawan</u> , <u>Uman, Khamdan</u>	353 Towards the development of a Personal Values Importance Scale (PVIS) – application in education <u>Kopanidis, Foula</u>	535 Keys to relational competence in internal marketing <u>Carter, Leanne</u> , <u>Gray, David</u> , <u>Murray, Peter</u>	138 The influence of reference groups on alcohol consumption: a tri-country, social marketing study of young women <u>Racit, Mania</u> , <u>O'Hara, Rebecca</u> , <u>Harker, Debra</u> , <u>Harker, Michael</u> , <u>Sharma, Bishnu</u> , <u>Reinhard Karim</u> , <u>Davies Fiona</u>	M11	M12	M13	M8	M4	Z 369 Teaching survey evaluations scores and a lecture's direct control of their performance: an empirical investigation <u>Foley, Patrick</u> , <u>Mittis, Ann</u>	Z 351 Negotiating with the Chinese: the role culture and emotions in Sino-Australian business relationships <u>Ma, Ruby</u> , <u>Hartel, Charmine</u>	Z 313 Integrating disciplinary knowledge and generic skills development in management education <u>Hanson, James</u>	Z 510 Innovation, marketing, banking and economic progress: a structural equation modelling approach to consumer savings and investment behaviour in Vietnam <u>Acdey, William</u> , <u>Stockport, Gary</u> , <u>Peryer, Chns</u>	Z 275 Setting the scene: psychological contract and an assessment of personality traits in the dance industry <u>Stanway, Alicia</u> , <u>Borda, Sabari</u>			
1430 - 1450	285 Assessing the fit of two brand personality scales in a Chinese context and revisiting the predictive validity of two methods of measuring self-congruity <u>Jie, Yun</u> , <u>Chou, Ting-Jui</u> , <u>Li, Fangfang</u>	617 Adoption of e-commerce by the SMEs in Bangladesh: the effects of innovation characteristics and perceived risk <u>Azam, Md. Shan</u> , <u>Quaddus, Mohammed</u>	501 Materialistic tendencies: materialism and psychological well-being in an Australian adult sample <u>Windisch, Lydia</u> , <u>MacDermott, Sean</u>	581 Approaching museum shop marketing from a strategic perspective <u>Buber, Renate</u> , <u>Krassmuller, Monika</u>	530 The salience of vomiting in teenagers' binge drinking intentions <u>Pettigrew, Simone</u> , <u>Pescud, Melanie</u> , <u>Jarvis, Wade</u> , <u>Webb, Dave</u>	Marketing during a recession				Reviewers role in the academic process				The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability				
						Broadening our horizons: exploring the work of ten educational theorists and their potential contributions to the scholarship and practice of management education				Management and marketing research in China				Z 527 The mediating mechanism between psychological contract breach and work-related outcomes: a conceptual framework <u>Perera, Hasuli</u> , <u>Chew, Elaine</u> , <u>Yin Teng</u>	Z 344 Culture-level and individual-level individualism-collectivism as an antecedent of conversational indirectness and its implications for international management: evidence from US vs Thailand <u>Chaidaroon, Suwittit</u> , <u>Polyrat, Kawpong</u> , <u>Kazuya, Hara</u>	Z 053 Improving the student group work experience through 'team-building' <u>Vickery, Jo</u> , <u>Hunter, James</u>	Z 109 The mediating effects of perceived quality and risk on purchase intentions between prototypical and me-too brands <u>Quinal, Vanessa</u> , <u>Phau, Ian</u> , <u>Sims, Daniel</u>	Z 382 The influence of individual factors, supervision and work environment on creative self-efficacy <u>Chong, Eric</u> , <u>Ma, Xiaofang</u>

[illegible]

CONCURRENT SESSIONS													
	M2	P2	M4	M13	M8	P3	M1	M9	M3	M10	M6	M11	M12
CH	Sutton-Brady, Catherine	Farrelly, Francis	Luck, Edwina	Mort, Gillian	Gama, Romana	Rietmuller, Sam	Garland, Ron						
TRACK	Brand Management	Consumer Behaviour	CSR	Public Sector and Not for Profit Marketing	Services Marketing	Sustainable and Social Marketing	Tourism, Sports and Arts	HRM	International Management	Management Education and Development	Organisational Behaviour	WORKSHOP G	WORKSHOP H
THEME	Cultural and Foreign Branding	Emotions and Generational Issues	Sustainability Applications, Interpretations and Evaluations	Performance and Giving Behaviour	Sustainability and Social Responsibility	Tourism and Customer Choice	Destination and Service Experience		Knowledge Management and HRM in Multinational Enterprises	Curriculum & Design II	Managing Knowledge Sponsored by John Wiley & Sons Australia		
1630 - 1650	579 What's in a name? Asymmetry of foreign branding effects in hedonic versus utilitarian product categories	038 Do older consumers differ from younger consumers in their attitudes, information sources and store choice in the Australian clothing retail market?	036 Ethical issues that impact on wool apparel purchases	339 The balanced scorecard as a framework for performance management in the Non profit sector	055 Sustainable Management and Marketing: A re-evaluation of customer switching behaviour in service industries	103 Pro-environmental tourists and their views and understandings of 'green' tourism products	342 Incentives of international and local hotel chains to invest in congestion-reducing activities within a tourist destination region	Z 093 Effects of performance appraisal on attitudinal reactions to workgroups: the mediating role of goal interdependence	Z 474 The role of social capital perceived by subsidiary executives in inter-subsidiary knowledge sharing	Z 280 A sustainable model for a university-industry learning partnership: issues for universities	Z 027 Knowledge dynamics in communities of practice	Z 100 The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability.	Z 085 Moving beyond awareness: tips and tactics for creating an inclusive intercultural classroom experience
	Melnik, Valentyna; Klein, Kristina; Volkner, Franziska	Trinh, Giang	Joannee, Lee, Julie; Soular, Geoff	West, Lindy; Quazi, Ali; Davies Doug	Newby, Leonce; Ward, Tony	Bergin-Sees, Sue; Mair, Judith	Minamikawa, Kazumitsu; Ohkita, Kenichi	Chen, Tingting; Wu, Peiguan; Leung, Kwok	Yamao, Sachiko	Choy, Sarojini; Delahaye, Brian	Perrott, Bruce		Kenworthy, Amy; Hrivnak, George; Mulligan, Louise; Williams, Marian
1650 - 1710	046 Can uncertainty avoidance explain acceptance and rejection of familiar and unfamiliar brands? A cross-cultural research on American and French attitudes	108 Exploring gender's differences on generation Y's purchase intentions of prototypical and me-too brands	548 Exploring the issues in sustainable development	130 Comparison of giving behaviour in Western Australia	674 Corporate reputation and service firms: which elements impact consumer choice? The impact of corporate reputation on learners' choice of university	625 Sustainable tourism marketing: what should be in the mix?	704 Co-constructing the museum visitors' experience: a case of two literary museums	Z 020 Recruitment and selection in the Eastern Monte Carlo: empirical evidence from Macau SAR	Z 191 Developing knowledge of organisational culture in multinational enterprises	Z 281 Undergraduate student aspirations, awareness and knowledge of postgraduate study options: a cross-institutional examination	Z 219 Participating in organizational knowledge sharing: a Saudi Arabian perspective		
	Karsaklian, Eliane	Quintal, Vanessa; Phau, Ian; Sims, Daniel	Rosemary; Torfinn, Luba; Mustard, Janie	Shanka, Tekle; Oroz, Ivana	Botha, Eisamari; Sanders, Ali; Viljoen, Obie	Pomeroy, Alan; Johnson, Lester; Noble, Gary	Thyne, Maree; Hede, Anne-Maree; White, Tabitha	Kuok, Oi Mei; Chan, Sow Hup	Boyle, Brendan; Nicholas, Stephen; Mitchell, Rebecca	Vahreyi, Melinda; Jepsen, Denise	Yeo, Roland; Youssef, Mohamed		

Wednesday 2 December 2009

1710 - 1730	025	The universal colour grid: colour research unbiased by verbal labels and prototypical hues	Areni, Charles; Sutton-Brady, Catherine
	433	The dark side of consumer fanaticism	Chung, Emily; Beverland, Michael; Farrelly, Francis; Quester, Pascale
1730	623	Green marketing communities and blogs: mapping consumer's attitudes for future sustainable marketing	Luck, Edwina; Giyanti, Ayu
	429	Huggers, movers and shakers: legitimising communication actions of nascent social ventures	Douglas, Heather; Mort, Gillian
1815 - 2030	509	Customer citizenship behaviours directed at service personnel: what the experts have to say	Gama, Romana; Bove, Liliana
	525	Forgoing ownership in exchange: customer choice and service-dominant logic	Rietmuller, Sam; Buttriss, Gary
1815 - 2030	072	Strategic marketing practices and business performance in a sport context	Gatland, Ron; Brooksbank, Roger
	Z 334	Assessing motivation in personnel selection: a compound trait approach	Fein, Erich
1815 - 2030	Z 080	HRM readjustment dynamics of an industrial transplant: the case of Toyota in India	Jones, Robert; Mathew, Sadi; James, Reynold
	Z 065	Stakeholder perspectives on the potential for student consultancy-based projects	Jones, Glyndwr; Davey, Janet
1730		Close of Sessions	
1815 - 2030		ANZAM/ANZMAC COMBINED COCKTAIL PARTY	
		National Gallery of Victoria International, St Kilda Rd	

THURSDAY 3 DECEMBER 2009

0700 - 0845	Incoming ANZAM Executive Breakfast Meeting (concludes 0845)					Crown Promenade - M14					
0815 - 0900	Registration – Crown Promenade Foyer Level 1					Crown Promenade Foyer Level 1					
0900 - 0920	ANZAM Track Award Presentations: 1-8					Promenade - P1					
CONCURRENT SESSIONS											
Room	M8	M3	M6	M2	M4	M10	M9	M1	M133	M2	M12
Chair											
Theme	02 L&G Leadership: Intangible	04 ESB	06 HRM Research into Unions	07 IM HRM, ER and Teams in Global Organisations	08 MED Curriculum & Design III	10 OB Managing Knowledge <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation I	16 OC Theories of Change
0920	145 Benevolent leadership, Leader-Member Exchange (LMX), followers' performance: an extension of leadership theory in a nonprofit organization <u>Chan, Simon, Mak, Wai-Ming</u>	490 SMEs and environmental practices: barriers and drivers Cassells, Sue; Lewis, Kate	283 Employee well-being and union membership <u>Mackay, Keith; Boxall, Peter</u>	153 Employment relations in global production networks- initiating transfer of practices via union involvement? <u>Fichter, Michael; Helfen, Markus; Sydow, Joerg</u>	103 A role for casuistry in business ethics education? <u>Murphy, Steven; Weber, Wesley</u>	524 The influence of organisational culture types on tacit knowledge sharing behaviour: a conceptual framework <u>N. Supphadit, Visvalingam, Sandhu, Manjit Singh</u>	378 Balancing sustainability and effectiveness in emergency response: an initial exploration using content analysis <u>Rooney, Jim; Hughes, Kate</u>	146 Is corporate social responsibility linked with firm performance? An alternative test <u>Galbreath, Jeremy; Shum, Paul</u>	326 Are ethical companies' shares less likely to be bought and sold in difficult economic times? <u>Metcalfe, Louise; Benn, Sue</u>	126 Propensity to innovate: driving innovation in a professional services firm <u>Klass, Desmond; Wood, Margot</u>	167 The attributed emotional intelligence of change leaders: a qualitative study <u>Smollan, Roy; Parry, Ken</u>
0940	343 Personality influences on the self-leadership practices of vocational college academics <u>Marshall, Glenn; Kirfin-Petersen, Sandra; Soutar, Geoff</u>	059 Contributions of home-based businesses to regional economic development <u>Wang, Calvin; Walker, Beth; Redmond, Janice; Breen, John</u>	371 Union revitalization with Chinese characteristics? Empirical evidence from professional organiser / leader program <u>Fan, Youqing</u>	183 Moderating influences of team member heterogeneity on patterns of participation and voice: a comparison across individualist and collectivist cultures <u>Bennett, Hady; Wright, Norman</u>	479 Developing critical analysis skills – a challenge for all students <u>Kemp, Sharon</u>	520 The relationship between team coaching and team member learning: a multi-level analysis <u>Pirola-Merlo, Andrew; Liu, Chin-Yun</u>	139 Managing the complexities of contemporary policing: towards a policy framework based on public value pragmatism <u>Newton, Rebecca; Hughes, Owen</u>	115 The innovative behaviour of employees within a small to medium sized enterprise: a social capital perspective <u>Xerr, Matthew; Brunetto, Yvonne; Shacklock, Kate</u>	069 Sustainable procurement in the Malaysian public and private sectors <u>McMurray, Adela; Islam, Mazharul; Siwar, Charnhuri; Fien, John</u>	434 Innovation and learning for sustainable competitive advantage: preliminary findings <u>Matthews, Judy; Becker, Karen</u>	484 Applying Lewin's change model in the development of a learning organization <u>Wang, Yu-Lin; Ellinger, Andrea</u>

Theme	02 L&G Leadership: Intangible	04 ESB	06 HRM Workplace Health and Safety	07 IM HRM, ER and Teams in Global Organisations	08 MED Curriculum & Design III	10 OB Managing Knowledge <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation I	16 OC Theories of Change
1000		303 Born-global firms: an examination of their performance Trudgen, Ryan; Freeman, Susan	055 Preventing workplace violence across diverse industry contexts: a framework for workplace violence control Bentley, Tim; Catley, Bevan	136 How may I be of services? Foreign accent adoption in off-shore call centres Bordia, Sabari	015 Using the jazz metaphor to teach the strategy capstone course Mills, Michael	147 The effect of ethnic diversity and personal identity on expatriate managers Lindsay, Sarah; Freeman, Susan	016 Unrestrained market, subprime crisis, and public intervention Alan, Quamrai; Tarquzzaman, ATM, Yusuf, Mohammad	086 The importance of individual mental models for strategic thinking in organizations Malan, Renee; Erwee, Ronel; Rose, Dennis		406 Innovation adoption and fit, linking R&D and industry Moreland, Hayley; H/and, Paul	226 Impact of downsizing and restructuring decisions and processes on organisational knowledge and organisational effectiveness: implications for perceived success Stilington, Helen; Marshall, Verena
1020	Morning Tea – Crown Promenade Foyer Level 1										
CONCURRENT SESSIONS											
Room	M8	M3	M7	M6	M9	M4	P3	M1	M10	M2	M5
Chair											
Theme	02 L&G Leadership: Intangible	04 ESB	05GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II
1050	245 An unrecognised power: the influence of folklore on executive leadership McNally, Beverley	025 Defining the born global firm: a review of the literature Bader, Tony; Mazzarol, Tim	184 A model for sustaining an older workforce in local government Swan, Peter; Wicks, Alison	200 Relations between learning environments, competence development strategies, and learning outcomes in SME's Kock, Henrik; Elstrom, Per- Erik	473 An investigation of the influence of nostalgia on tourist destination Asenjo, Carolina; Phau, Ian; Quintal, Vanessa; Marchegiani, Christopher	399 Foreign market entry mode choices in the internationalizati on of higher education institutions Dolles, Harald	321 Individual correlates of organizational commitment and knowledge sharing practices Wong, Anthony; Tong, Canon; Mula, Joseph	175 External intelligence capability as a dynamic capability for achieving superior organizational performance Koh, Hock-Tee; Hubbard, Graham; Seet, Pi-Shen; Tan, Joo-Seng	164 The limits to sustainability as market strategy: the case of Chicle de Vries, Tineke; Bray David; Paul, Karen	405 Innovation facilitation within a regional industry cluster Chapman, Ross; Beckett, Ronald; Gertsen, Frank	032 Organizational paths: how history matters in organizations Sydow, Joerg; Schreyoegg, Georg
WORKSHOPS											

Theme		02 L&G Leadership: Intangible	04 ESB	05 GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II	WORKSHOPS
1110	106	Shared leadership in arts organizations Cray, David; <u>Inglis, Lorella</u>	022 The complex hybrid of transnational scientific entrepreneurship and its role in the global knowledge system Oliver, Arnalya; Montgomery, Kathleen	387 Mutual obligations and organisations' family friendly work practices: do they support attraction and retention of parents? Cliffe, Simone; Lloyd Walker, Beverley; Sims, Rob	229 Developing leadership and management capability for the future of an industry Becker, Karen; Short, Tom; Stehlik, Tom	481 Academics as part-time marketers in university offshore programs: an exploratory study <u>Poole, David</u> ; Ewan, Craig	452 Cultural differences in attitudes toward plagiarism in undergraduate business students: an empirical investigation Redfern, Kylie; Barwell, Neil	263 Exploring the motivational process of transformational leadership: the role of individual differentiation and team identification Tse, Herman; Chiu, Warren	227 Intellectual capital: the link to organisational strategy for sustainability Mitchell, Helen; Vehland, Dennis	072 A systems-based corporate sustainability framework Stubbs, Wendy	235 Innovation in three dimensions: a systems perspective Daniel, Lisa	039 Theories about theories: theoretic relations in organizational change Smith, Aaron; Graetz, Fiona	
1130	119	Firm performance, corporate governance, and CEO turnover: an empirical studies from China Pi, Lili; <u>Lowe,</u> <u>Julian</u> ; Zhao Chao	329 The paradoxical nature of venture failure: an entrepreneurship learning perspective <u>Gulst, Noga</u> ; Mantz, Alex	102 Financial transitions and turning points for people with Multiple Sclerosis (MS): engaging emotions for a more compassionate organisational response Vickers, Margaret	458 Recognising a neglected human resource: a case study in the management of research Neumann, Ruth	079 International management research: identity, pluralism and interdisciplinarity Michailova, Snejina	213 Harmonising Chinese and Australian approaches to learning in the workplace McWilliams, Alan; Henderson, Fiona	135 Managers' preferences influence their perceptions and commitment to the organization Bambacas, Mary	511 Network rivalry: environmental and network characteristics Galvin, Peter; Davies, Jennifer	328 Climate change policy developments in Australia: a comparison of stern, gamaut, and the carbon pollution reduction scheme <u>Niiblock, Scott</u> ; Harrison, Jennifer; Kouzmin, Alexander	317 Exploring technology transfer and new product development through organisational learning in strategic technology alliances <u>Jaber, Juhaini</u> ; Soosay, Claudine	318 Explaining organizational change through generative mechanisms Buttriss, Gary	

Theme	02 L&G	04 ESB	05 GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II	WORKSHOPS
1150	DISCUSSION	262 An analysis of small business owners' participation in online learning <u>Smith, Tara</u> Stoney, Susan; Walker, Beth	DISCUSSION	335 The impact of overseas training on human capital development: a study on the Bangladesh Civil Service <u>Alam, Quamrat</u> Haque, Mohammed Ziaul Haque	060 Environmental imprinting, pre-entry learning, and the survival of new entrants <u>Yang, Jing Yur</u> Li, Jiatao; Delios, Andrew	276 Executive development: learning from effective practices in the Papua New Guinea public service <u>Polun, Nama</u> Wallace, Michelle	377 Does off-the-job embeddedness matter in predicting intention to leave? Treuren, Gerry	217 From dynamic capacity to absorptive capacity: an essay of operationalization <u>Noblet, Jean-Pierre</u> Simon, Eric	333 The carbon market: an investigation of the current state and trends <u>Niblock, Scott</u> Harrison, Jennifer	391 Renewable energy new technologies and Australian small and medium enterprises <u>Sedmak, Melissa</u> Evans, Alison		
WORKSHOP I												
	M11				WORKSHOP J				WORKSHOP K			
1050 - 1210	540 Sport as Business Symposium - Academic Perspectives Session Chair: Mark Dibben Speakers: Prof Graham Cusackly, Editor, Sports Management Review Prof Harald Dolles, Co-Chair, European Academy of Management "Sport as Business" Special Interest Group A/Prof Lionel Frost, Editor, Sporting Traditions			491 Human Resource Management (HRM), 'lean' management and organisational issues in healthcare: International perspectives Bamber, Greg; Hicks, Chris; Mark, Annabelle; Burchill, Frank; Proctor, Steve				047 Mixed methods: the third methodological movement Cameron, Roslyn				
1210 - 1330	Lunch – Crown Promenade Foyer Level 1											
1230 - 1400	ANZAM AGM (1230 – 1400)											
1300 - 1330	Poster Presentations Session 1 – All poster authors to be available with their poster											
												Promenade - P1 Foyer Level 1

Thursday 3 December 2009

CONCURRENT SESSIONS													
Room	M5	M8	M3	P2	P3	M4	M7	M1	M10	M12	M9	M6	
Chair													
Theme	01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co- workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class	
1330	061 Wisdom, management and moral duties: a Greco-Roman perspective Small, Michael	375 Face values on trust in loyalty and empowerment : a study of managers in China's public sector Wang, Karen: Fang, Yongqing	242 Factors influencing HRM of family firms in China: an empirical study Kim, Youngok; Gao, Fei Yi	021 Flexible work arrangements in higher education: a tale of two groups Paull, Megan: Omari, Maryam; Sharafzad, Fleur	024 Organizational and group antecedents of work group innovativeness in the service sector Nserindulika, Evaristo; Shee, Himanshu	340 Job embeddedness and turnover: an empirical test with dispositional antecedents Gong, Yuanqiang; Chow, Irene; Li, Weiwen	386 Customer orientation in an Australian public service agency and its effect on public service motives: developing a research study Wood, Christa	528 The internationalization of emerging market firms: a focus on inward-outward linkages and business group experience Ma, Xufei; Lu, Jane; Yiu, Daphne	447 Are SME printers accidental environmentalist s? Lawrence, Phillip; Davis, Douglas; Benn, Sue	429 Identifying innovators in the workplace Chapman, Geoffrey; Dadich, Ann; Sloan, Terry	360 Exploring the application of positioning theory to the analysis of organisational change Zelle, Gregor	The use of simulations in management education Ruth, Damian	
1350	376 Special and wise: the paradoxical nature of the representation of women in management Boyle, Maree; Roan, Amanda	396 Thematic analyses of employee perceptions of leadership: further support for the construct of effective leadership within local councils of Australia Muehli, Michael: Cooksey, Ray	327 Conflict in family firms: moderating role of continuance commitment Sardeshmukh, Shruti	323 The work-life balance psychological contract: making sense of organisational signals Gigg, Kerry: Mayson, Susan; Bardoel, Anne	358 Human resource management in project- based organization: towards an orthogonal approach Bourgeon, Laurent	197 Correlation between personality traits and organisational commitment Tan, Evelyn; Jay, Leighton: Taylor, Ruth	492 Nonprofit executive succession: a preliminary model Sartora, Joseph; Sarros, James; Seaton, William	070 Intra-firm competition as a strategic option to enhance innovation performance Law, Kuok Kei; Bian, Lin	354 The relationship between environmental performance and environmental disclosure: empirical evidence from Australia Sutantoputra, Aries; Lindorff, Margaret; Prior Jonson, Elizabeth	254 Turning an innovation intention into a reality: the role of champions and external agencies Unsworth, Kerrie; Mazzarol, Tim; Reboud, Sophie	DISCUSSION		
													WORKSHOPS

Thursday 3 December 2009

Theme		01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co- workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class	WORKSHOPS										
1410	040	A review of practical wisdom and learning organizations Zhu, Yunxia	385	Transformational leadership and innovation: a moderated mediation model Tse, Herman; Chiu, Warren	141	Perceptions of success and achievement by females and males in small business Hede, Andrew; Sharma, Bishnu; Haddon Barbara	509	Using the theory of planned behaviour to explain work-life balance program utilization Ting, Donald; Wood, Elliot; Sevastos, Peter	448	Fit to multiple contingencies in organizational design: contingency imperative versus equifinality Luo, Ben; Nanfeng	325	Personality differences in emotional labour strategy groups Kiffin-Petersen, Sandra; Jordan, Catherine; Soutar, Geoff	466	Uniquely political: rebuilding resources in opposition Coghill, Ken; Holland, Peter; Donohue, Ross; Lewis, Colleen	501	A further revision of Stoford and Wells Model for MNC Matrices Giu, Jane; Donaldson, Lex	469	Encouraging SMEs to participate in the management of common pool resources Carr, Rodney; Graham, Mary; Mason, Cecily; Parker, Craig	169	Performance improvement in small new product development firms with effective tool adoption and use de Waal, Gerrit; Knott, Paul	118	Through the practice looking glass: re-viewing workers as practitioners Price, Oriana; Johansson, Mary	The use of simulations in management education Ruth, Damian	
1430	144	Collective intelligence, communal mind, and the ecology of wisdom Hays, Jay	353	Gratitude makes the organization go around: followers response to servant leadership Pekerti, Andre; Sendjaya, Sen; Ayoko, Oluremi	480	Innovativeness perspective on entrepreneurial orientation: developing a conceptual model Dembek, Krzysztof; Sarros, James; Diben, Mark	277	What a difference a year makes: older workers and the global financial crisis Mountford, Helene	158	Interdisciplinary research: a review of contextual and process factors Siedlok, Frank; Hibbert, Paul	300	Re-considering type A personality as a risk factor for Angina: interactions with perceived effort-reward imbalance at work Allisey, Amanda; Rodwell, John; Noblet, Andrew	273	Ethical dilemmas in the governance of nonprofit humanitarian organisations Armstrong, Anna; Francis, Ronald	071	Adaptation of export marketing strategy in Zimbabwean export firms Khutula, Erwee, Ronel; Ng, Eric	472	How do Australian small and medium enterprises communicate their corporate social responsibility activities online? Parker, Craig; Fraunholz, Barco; Zutshi, Ambika	201	Trends in product innovation: how manufacturing and services blend Klien, Catherine	443	Organisational change: dynamics of culture, learning and resistance to change Jay, Leighton; Dayaram, Kandy		

Thursday 3 December 2009

Theme	01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co- workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class	WORKSHOPS
1450	107 Why we need wisdom in knowledge intensive organisations: when theory goes bad Rooney, David	087 A silent cry for leadership: organizing for creation: a leading (in) clusters Sydow, Joerg; Lerch, Frank; Huxham, Chris; Hilbert, Paul	133 Motivations and value creation: a comparison of commercial and social entrepreneurs Ruskin, Jennifer, Seymour, Richard; Webster, Cynthia	173 What about me? Avoiding fatigue and gaining personal time in the work to leisure transition in work-life balance initiatives Brown, Kerry; Ling, Sharine; Bradley, Lisa; Lingard, Helen; Townsend, Keith	482 Mixed method research to inform regulatory reform: the case of rail environmental regulation von der Heidt, Tania; Charles, Michael	449 Prejudice and the experience of aggression: the role of gender, emotion, and climate in a male- dominated workplace Alberto, R. Melgoza; Ayoko, Oluremi; Ashkanasy, Neal	075 Hippocratic oaths and hypocritical practices: NPM and the public health system Sheridan, Alison; O'Sullivan, Jane	073 Zimbabwean exporters: differences between high and low performers Sibanda, Khutlwa; Enwee, Bonet; Ng, Eric	010 Exploring the social domain of a corporate social responsibility (CSR) model for India and Pakistan Sayed, Ali; Stubbs, Wendy	296 Innovation in networked organisations: a social perspective Johnson, Claire; Daniel, Lisa	446 Tracking organizational change towards corporate sustainability Kirsch, Christina; Parry, Warren; Spittle, Jonathan; Peake, Cameron	The use of simulations in management education Ruth, Damian	
WORKSHOP L													
M1 1					WORKSHOP M								
1330 - 1510	540 II Sport as Business Symposium - Industry Perspectives Session Chair: Max Coulthard Industry speakers and panel members: Mark McAllion CEO Vicsport Anne-Marie Harrison, CEO, Victorian Institute of Sport Kate Palmer, CEO Netball Australia Danny Corcoran, CEO, Athletics Australia Dr Peter Herten, Executive Director, Sport & Recreation Victoria (thc) Kate Roffey, Tennis Australia Danielle Bleazdy, Events Manager, Australian Football League Martin Doulton, Director, Monash Sport Geoff Lord, MD, Belgravia Group and CEO Melbourne Victory (thc) Mike McKenna, GM Marketing Services, Cricket Australia (thc)				290 Unpacking the black box: investigating the relationships among OB and HR practices to develop and retain employees Gudmundsson, Amanda; Immer, Bernd; Bradley, Lisa; Seibert, Scott; Bish, Adelle; Krainer, Maria; Sung Oh, Hyun; Sargent, Leisa; Allen, Belinda; Kabanoff, Boris				035 How do I design a robust qualitative study? A practical guide to research design Fitzgerald, Janna; Dadich, Ann				
WORKSHOP N													
M13													
1510 - 1540	Afternoon Tea – Crown Promenade Foyer Level 1 and Tide University Press BOOK LAUNCH - Julia Connell & Stephen Teo (Editors), Strategic HRM: Contemporary Issues in the Asia Pacific Region												

CONCURRENT SESSIONS											
Room	M5	M8	M3	M7	P3	M6	M4	M1	M10	M2	M9
Chair											
Theme	01 POM Wisdom Workshop	02 L&G Leadership and Structures	04 ESB	05 GDO	06 HRM Employment – Retention and Other Issues	10 OB	10 OB Co-workers / Stress and Emotion <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation IV and Supply Chains	16 OC Technology and Change
1540	315 Management education and wisdom: what they can do for promoting sustainable development? Bilosilavo, Roberto	043 Utilizing internal corporate governance mechanisms to safeguard investment in China Hu, Helen; Verhezen, Peter; Tan, Monica	380 Understanding the do-it- yourself investor: a new type of entrepreneur Perrone, Lisa; Vickers, Margaret; Jackson, Debra	257 Do they speak SNAAG? Comparing male students' perceptions of workplace communication dilemmas with those of female students and female managers Barrett, Mary	128 An empirical analysis of international staff retention employed by health boards in New Zealand Nel, Pieter; du Plessis, A.J; Rodrigues, W	182 Browsing and emailing: impact of cyberloafing on work attitudes Lim, Vivien; Chen, Don	209 Unpacking the coworker influence: a moderated mediation model of coworker exchange quality and coworker organizational citizenship behaviour Chen, Zhilun; Takeuchi, Riki	249 Dynamic capabilities and the strategy formation process Arndt, Felix; Staber, Udo	309 Advancing CSR performance: evidence from Australian informal work Burchielli, Rosaria; Delaney, Annie	008 Technological invention to product innovation: a project management approach Ahn, Mark; Zwikael, Ofer; Bednarek, Rebecca	237 Why is it so hard to set up systems for sharing electronic health records? A framework for investigating complex sociotechnical change Garrety, Karin; Dalley, Andrew
1600	535 Going with the flow: teaching as being, not technique Hays, Martin J	258 Boardroom identities: can independence be 'Cued' in directors? Nicholson, Gavin; Tunniff, Deborah	190 Framework of entrepreneurial orientation and networking: a study of SMEs performance in a developing country Kusumawardha ni, Arnie; McCarthy, Grace; Perera, Nelson	431 The effect of race similarity on job applicant attraction and pursuit intentions Ng, Yin Lu; Bordia, Prashant; Kulik, Carol	068 Multi-skilling in the hotel industry in Taiwan Chen, Li-Cheng; Wallace, Michelle	506 Online social networking and the creation of new organizational issues Baasi, Mia; Plester, Barbara	192 Mentoring and employee job- reduced stress: an examination of the cultural context on mentoring effects in China Qian, Jing; Hays, Jay; Chen, George; Lin, Xiaosong	291 Use of virtual communities-of- practice for intra-firm knowledge transfer: barriers to dynamic capability formation Gupta, Alay; Soo, Christine; Cordery, John	051 Attitudes of social responsibility: cross-national longitudinal comparisons between managers and non-managers Oliver, Amalya;Factor, Roni; Montgomery, Kathleen	221 FDI and intra- industrial technology spillovers: empirical study on China's manufacturing industries Zhao, Zengyao; Xu, Tao	259 Enhancing eServices in Australian Local Government: The role of strategic leaders and employee commitment to change Hossan, Chowdhury; Joiner, Terri; Brown, David
											WORKSHOPS

Provisional Program 2009

Theme		01 POM Wisdom Workshop	02 L&G Leadership and Structures	04 ESB	05 GDO	06 HRM Employment – Retention and Other Issues	10 OB	10 OB Co-workers / Stress and Emotion <small>Sponsored by John Wiley & Sons Australia</small>	13 SM	14 SSM	15 TIM Innovation IV and Supply Chains	16 OC Technology and Change	WORKSHOPS
1620	238	Asking the right questions for a wisdom culture McKenna, Bernard	224	365	162	067	006	439	278	279	407	302	
		Role ambiguity and nonprofit volunteer board member performance Doherty, Alison; Hoyer, Russell	Identifying and measuring motivational factors in conducting network marketing business by Chinese immigrants Dai, Fuyi; Teo, Stephen; Wang, Karen	Behind the scenes: the hidden power of women in family businesses Houqaz, Laura; Betta, Michela	The retention of software development employees in the IT industry in Taiwan Tseng, Chin-Yao; Wallace, Michelle	The entrepreneur and the bully McKay, Ruth	Does HR matter to workers' emotional exhaustion?—an organisational support perspective Yu, Chongxin	Knowledge management capability as a source of competitive advantage: an empirical study of Vietnamese enterprises Nguyen, Thir; Neck, Philip	Towards a model of corporate social responsibility (CSR) in the ready made garments (RMG) industry in Bangladesh Haque, Ziaul; Azmat, Fara; Presenter Le, Huong	Supplier development – capability development and funding: cases from Malaysian automotive industry Abdul Kadir, Kadzina; Tam, On; Ali, Hassan	A decision support tool for managing organisation change Watters, Robyn; McGrath, Michael		
1640	DISCUSSION	236 Governance and management interaction in a child care setting Byrne, Suzanne	292	444	489	225	418	004	003	251	402		
		Microcredit and poverty alleviation: advancing understanding of institutions and complementary activity Middleton, James; Seymour, Richard	Multiculturalism at work: cultural convergence between Maori and Chinese in New Zealand the relevance of collectivism, long term orientation and perceptions of time Houkamau, Carla	Building a model of community integration and quality of life to address retention problems of GPs (General Practitioners) in rural and remote Australia Verna, Pritshat	Bullying in New Zealand's higher education sector: the impact on job satisfaction and performance Thirwall, Alison; Haar, Jarrod; Zorn, Ted	Exploring the impact of context-specific job stressors on employee work outcomes Teo, Stephen; Newton, Cameron; Scowanto, Karina	Responding to sustainability: a model exploring the impacts of boards of directors and organisational strategic flexibility Gabreath, Jeremy; Nicholson, Gavin	Corporate social accounting as stakeholder risk management Greenwood, Michelle; Van Buren III, Harry	The effect of supply chain information integration on logistics integration and firm performance Praeger, Daniel; Ohager, Jan	The business logic and the enterprise systems ventures – the enterprise system as a political tool Westelius, Alf			
1700	DISCUSSION	DISCUSSION	DISCUSSION	110	438	417	269	408	046	198	240	DISCUSSION	
		Rural enterprise development through microloans: lessons from Malaysia Chan, Sow Hing; Abdul Ghani, Mazanah	Is that acting or are you just being a nurse: an ethnographic interpretation of nurse managers' emotional labour Pearl, Frances; Roan, Amanda	Does 'fit' matter in nonprofits? Exploring value congruence, role stressors and employee health Newton, Catherine; Frahm, Jennifer	The adoption of strategic marketing: a comparison of New Zealand and Chinese manufacturers Brooksbank, Roger; Taylor, David; Garland, Ron	Relationships between safety climate perceptions, personality and employee stress and burnout: modelling the relationships in a healthcare setting Burning, Nealia; Wilkinson, Nicole; Irvine-Day, Shelley	Competitive and flexible company structures using vertical integration and cooperation: empirical studies of the commercial printing industry Mejoroff, Thomas	Reframing occupational health and safety management: a social innovation approach Dawson, Patrick; Zanko, Michael	The interaction of internal and external integration and its impact on performance Yang, Hongliang; Sun, Linyan; Sohal, Arvrik; Li, Gang; Zhao, Li				

Thursday 3 December 2009

	WORKSHOP O	WORKSHOP P	WORKSHOP Q
	M1 1	M12	M13
15:40 - 17:20	014 Exploring sustainable firm level productivity in the New Zealand food and beverage sector Renton, Michelle; Campbell, Charles; Daelenbach, Urs; Davenport, Sally; Motion, Judy; Leitch, Shirley; Love, Matene; Bryson, Jane; Haar, Jarrod	095 Human resource management practices of multinational corporations in Australia Burgess, John; McDonnell, Anthony; Stanton, Pauline; Boyle, Brendan; Dowling, Peter	423 Management of innovation research after Cutler: setting the agenda McLoughlin, Ian; Charles, David
17:20	Close of sessions		
18:45 - 19:15	Pre-Dinner Drinks and ANZAM Awards Presentations		
19:15 - late	Conference Dinner		
			Promenade - P1 Crown Casino Palladium Ballroom

FRIDAY 4 DECEMBER 2009

08:30 - 09:00	Registration – Crown Promenade Foyer Level 1			Crown Promenade Foyer Level 1				
09:00 - 09:20	ANZAM Track Award Presentations: 9-16			Promenade – P1				
09:20 - 10:00	KEYNOTE PLENARY: Professor Dexter Dunphy (Distinguished Professor, University of Technology Sydney)							
10:00 – 10:30	Morning Tea – Crown Promenade Foyer Level 1							
CONCURRENT SESSIONS								
Room	M9	M2	M1	M3	M8	M4	M6	
Chair								
Theme	01 POM	06 HRM The HR Profession	10 OB Managing Conflict / Teams <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	12 RM Research Methods I	14 SSM	15 TIM Project Management and Risk	WORKSHOPS
10:30	034 Deadly vision – economic and socially speaking: what future can we build? Fernandes, Manuel	018 Human resource management in TAFE institutes in Australia Smith, Andrew	461 Exploring trust building processes in the face of conflict <u>Ng, Ju Li</u> , Ayoko, Oliveri	500 The creation, development and integration of client charters in the Malaysian public sector: a progress report <u>Abdullah, Hazman</u> , Mustapha, Raja	345 Should partial least squares be used for analysing psychological constructs? Rouse, Anne	470 Environmental Surroundings and Personal Well-Being in Urban China <u>Nielsen, Ingrid</u> , Smyth, Russell	054 The role of projects in organisations – an executive leadership approach Zwikael, Ofer, <u>Smyrk, John</u>	

Friday 4 December 2009

Theme		06 HRM The HR Profession		10 OB Managing Conflict / Teams <i>Sponsored by John Wiley & Sons Australia</i>		11 PSN		12 RM Research Methods I		14 SSM		15 TIM Project Management and Risk		WORKSHOPS
1050	012 Language as a force for sustainability and management Miranda, Melville	271 Challenges for human resource practitioners: some empirical evidence of New Zealand organisation's expectations Du Plessis, Andries; Paine, Sonja; Botha, Christoff	241 Political skill, self monitoring and emotional intelligence as antecedents to organisational retaliatory behaviours Westerlaken, Kristie; Jordan, Peter; Ramsay, Sheryl; Woods, Peter	286 Governance and goodness in the public arena Wolfram Cox; Julie; Hughes, Owen; Schapper, Jan; Jones-Ellis, Jennifer; Caillard, Georgina	017 Qualitative and quantitative research published in the International Journal of Human Resource Management, 1998-2007 Grimmer, Martin; Hanson, Dallas	161 Sustaining a positive approach to the quality of working life: work engagement and work-family enrichment Lewis, Suzann; Brookes, Mick; Mark, Annabelle	078 Risk and trust in cross-sector R&D projects Couchman, Paul; Fulop, Liz							
1110	430 Sustainability and faddishness in management and in organizational research – raising some fundamentals? Lundin, Rolf	297 Dirty work and the HR profession Rayner, Charlotte; <u>Diurkovic, Nikola</u> ; McCormack, Darcy	460 Process development in project teams and the emergence of team members' conflict and emotions in a virtual environment <u>Avoko, Oluwemi</u> ; Konrad, Allison	121 Managing governance reform in the public sector <u>Ramage, Paul</u> ; Armstrong, Anona	265 Accentuating the positive: developing a qualitative research framework linking complexity theory and appreciative inquiry Ryan, Gould	342 Complexity sciences and business ethics: a different perspective Svensson, Goran; <u>Wood, Greg</u>	440 The role of culture in supply chain risk management in China <u>Chen, Jie</u> ; Sohal, Amrik; Prajogo, Daniel							
1130	261 Meditation and its relationships within the workplace <u>Mansi, Mansi</u> ; <u>McMurray, Adela</u>	437 Employment terrain: how youth construe work, career and family life <u>Dayaram, Kandy</u> ; <u>Taylor, Ruth</u> ; Coffey, Jane; Holmes, Kirsten	246 Team communication failure in operating rooms: preliminary findings from an observational study <u>Bryant, Melanie</u> ; Higgins, Vaughan	170 Different views of accountability <u>Kluvers, Ron</u> ; <u>Pillay, Soma</u>	037 Adaptation of quantitative research instrument to Australian nursing practice environment <u>Siddiqui, Nazlee</u> ; Fitzgerald, Anneke	160 Structures, processes and performance of corporate and business ethics in supply chains Svensson, Goran; Wood, Greg	305 Potential dysfunctionality of performance measurement systems in supply chains: a case study of an automobile assembler <u>Gurd, Bruce</u> ; Memon Magsood							

Theme	01 POM	06 HRM Other Issues	10 OB Managing Conflict/ Teams <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	12 RM Research Methods I	14 SSM	15 TIM Project Management and Risk	WORKSHOP
1150	DISCUSSION	424 A project examining the link between motivation and performance agreements Molinueux, John	216 Spillover effects of organizational justice: how perceptions of fair treatment at work influence community embeddedness, job satisfaction and turnover intentions Cordery, John; Ganfor, Josh	234 Public accountability: the perceived usefulness of school annual reports Tooley, Stuart; Hooks, Jill	188 Applying mixed methods research to a cost-benefit analysis Murphy, Lynn; Maguire, William	DISCUSSION	445 The role of hard and soft technologies in improving competitive capabilities: the case of Thailand Khanchanapong, Teerasak; Praijogo, Daniel; Sohail, Amrik	
WORKSHOP R								
	M11		WORKSHOP S	M12	WORKSHOP T	M13	WORKSHOP U	M10
1030 - 1210	125 The impact of the psychological contract in executive coaching Salicru, Sebastian; Beames, Colin	036 Translating and disseminating research to those who need to know Dadich, Ann; Fitzgerald, Janna		108 Gatekeeper negotiations: luck, skill or some other magic ingredient Paul, Megan; Fulcher, Patricia		450 MythBusters wanted! Database looking for Academics Shaw, Doug; Parry, Warren; Kirsch, Christina		
1210 - 1310	Lunch – Crown Promenade Foyer Level 1							
1230 - 1400	INSTITUTIONAL MEMBERS DISCUSSION FORUM (1230 – 1400) – M11							
1240 - 1310	Poster Presentations Session 2 – All poster authors to be available with their poster							
	CONCURRENT SESSIONS							
Room	M9	M1	M2	M3	M4	M6	M12	M13
Chair								
Theme	01 POM	1008 Teams / Psychological Contract and Justice <i>Sponsored by John Wiley & Sons Australia</i>	12 RM + 03 CMS Research Methods II and Critical Management Studies	13 SM	14 SSM	15 TIM Information Technology	WORKSHOP V	WORKSHOP W
1310	532 The profit imperative and good management practice: re-thinking value inter-relationships Neesham, Cristina	409 The effects of learning behaviours and team contexts on team performance Murray, Peter; Whiteoak, John	372 Research epistemology and methodology: a comparative perspective and the case of Kaupapa Maori research Stablein, Ralph; Panoho, Joy	282 Determinants of enterprise risk management (ERM) adoption among Malaysian companies Wan Daud, Wan Norhayate; Yazid, Ahmad Shukri; Hussin, Mohd Rasid	348 Developing a multi-dimensional scale for ethical decision making: the Managerial Ethical Profile (MEP) Casali, Gian Luca	495 Antecedents of interorganisational IT system (IOS) adoption in food supply chain operations-institutional and relational perspectives Mehrezar, Suhana; Soosay, Claudine	122 Healthcare management progress, problems and solutions Brunetto, Yvonne; Shacklock, Kate; Barttram, Tim; Stanton, Pauline	063 People in infrastructure management symposium Bartlett, Jennifer; Irmer, Bernd; Bradley, Lisa; Hyland, Paul; Becker, Karen; Thompson, Robert; Jorgensen, Brad; Browning, Vicki

Friday 4 December 2009

Theme	01 POM	10 OB Teams / Psychological Contract and Justice <i>Sponsored by John Wiley & Sons Australia</i>	12 RM + 03 CMS Research Methods II and Critical Management Studies	13 SM	14 SSM	15 TIM Information Technology	WORKSHOP V	WORKSHOP W
1330	525 A Heideggerian perspective on the relationship between care and technique in management, nursing and leadership Segal, Steven	361 Psychological contract breach / fulfilment: the role of procedural and interactional justices Zeidan, Susan	215 Evaluating change in the Australian higher education system: a critical theory perspective Ryan, Suzanne; Guthrie, James	298 Exploring performance differentials via resource possession and firm capabilities Ngo, Liem; O'Cass, Aron	041 The principled legal firm: insights into the professional ideals and ethical values of partners and lawyers Winter, Richard	150 The Future of M- commerce: prediction of the adoption of m- commerce in underdeveloped countries using the extended Technology Acceptance Model (TAM) Mizanur, Rahman; Sloan, Terry; Forghani, Dash	122 Healthcare management: progress, problems and solutions continues	063 People in infrastructure management: symposium continues
1350	544 Whitenhead and Bakhtin: a process conceptualisation of leadership Dibben, Mark; Muayyad, Jabri	077 Creating and fulfilling psychological contracts: the role of manager personality and organisational context Metz, Isabel; Kulik, Carol; Cregan, Christina; Brown, Michelle	230 Mutual disappointments: the relationship between Auckland temporary staffing agencies, their client organisations and temporary clerical workers Handy, Jocelyn; Davy, Doreen; Gardner, Dianne	459 Path dependency in strategic human resource management: a case study in Victorian electricity generation Webber, Wendy	268 Dealing with corruption/bribery in a host country Roy, Achinto Presented by Greg Wood	463 Taxonomy of IT outsourcing decision models Westphal, Peter; Sohal, Aniruk		
1410	545 Autonomy, autarkia, autarchy and anarchy: what do we need in business organisations? Tshuridu, Eva	DISCUSSION	DISCUSSION	DISCUSSION	137 Guanxi and corruption: a continuum and model Ong, Xander; Freeman, Susan	441 Dispatching policy selection and orbit design in the low viaduct rail transportation system Ding, Yizhong; Xiaolong, Han		
1400 - 1430	INSTITUTIONAL MEMBERS MEETING (1400 – 1450) – M11						M11	
1430 - 1500	Closing Ceremony and Overview of the 2010 ANZAM Conference						Promenade – P1	
1500	CONFERENCE CONCLUDES							

**SUSTAINABLE
MANAGEMENT
AND MARKETING**

ANZAM
23rd ANZAM Conference

Crown Promenade Hotel

1-4 December 2009

MONASH University
Business and Economics
Department of Management

ISBN: 1 86308 157 7

COMBINED ANZMAC/ANZAM CONFERENCE PROGRAM 2009

1

ANZMAC Track	Track Chairs	ANZMAC Track	Track Chairs
1. B2B marketing	Sharon Purchase and Catherine Sutton-Brady	10. Relationship Marketing	Michael Beverland and Adam Lindgreen
2. Brands and Brand Management	Deon Nel and Leyland Pitt	11. Research Methods*	Fely Evangelista and Rita Di Mascio
3. Consumer Behaviour	Suzan Burton, David Bednell and Ken Hyde	12. Retailing, Pricing & Personal Selling	Aron O'Cass and John Cadogan
4. Corporate Social Responsibility & Ethics	Michael Polonsky and Janet Hoek	13. Services Marketing*	Meredith Lawley, Sandra Gountas and Steve Baron
5. International Marketing*	Stephen Saunders and Ian Phau	14. Strategic Marketing	Mark Farrell and Albert Caruana
6. Marketing Communications*	Gayle Kerr and Doug West	15. Supply Chain Management, Logistics & e-business*	Hugh Pattinson and David Low
7. Marketing Education*	Calhi McMullen and Glenn Pearce	16. Sustainable & Social Issues in Marketing*	Wayne Binney and Matthew Wood
8. Marketing Metrics & Modelling	Malcolm Wright and Thomas Salzberger	17. Tourism, Sports & Arts Marketing*	Greg Kerr and Sara Dolnicar
9. Public Sector & Not-For-Profit Marketing*	Gillian Sullivan Mort and Adrian Sargeant		

* Tracks of interest to both ANZAM and ANZMAC

** ANZMAC Best Papers

Presenting author (where known) is underlined>

ANZAM Track	Track Chairs	ANZAM Track	Track Chairs
POM 1. Philosophy of Management	Mark Dibben and Dr Cristina Neesham	M&C 9. Marketing and Communication	Andrew Parsons
L&G 2. Leadership and Governance	Sen Sendjaya	OB 10. Organisational Behaviour	Mary Barrett
CMS 3. Critical Management Studies	Gabriel Donleavy	PSN 11. Public Sector and Not-for-It*	Ken Coghill
ESB 4. Entrepreneurship, Small Business and Family Enterprise	Udo Staber	RM 12. Research Methods*	Ray Cooksey
GDO 5. Gender and Diversity in Organisations	Glenda Strachan and Dr Erica French	SM 13. Strategic Management	Ovarrul Alam
HRM 6. HR Management and Development	John Molineux	SSM 14. Sustainability and Social Issues in Management*	Greg Wood
IM 7. International Management*	Katherine Hutchings	TIM 15. Technology, Innovation and Supply Chain Management*	Nicholas Beaumont
MED 8. Management Education and Development*	Anne Ross-Smith	OC 16. Organisational Change	Melanie Bryant

ANZAM PROGRAM - TUESDAY 1 DECEMBER 2009

0900	Doctoral Student Workshop continues at the Victoria University, Melbourne CBD	Victoria University, Melbourne CBD
1230	Ongoing ANZAM Executive Meeting (concludes 1630)	Crown Promenade
1645	Conference Registration commences - Crown Promenade Foyer Level 1	Crown Promenade Foyer Level 1
1800	Welcome Happy Hour - Crown Promenade Foyer Level 1	Crown Promenade Foyer Level 1
1930	Free evening	

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WEDNESDAY 2 DECEMBER 2009 - ANZMAC / ANZAM PROGRAM

0730 - 0830	New ANZAM Members Breakfast - Crown Promenade Foyer Level 1 (outside M1-M4)	Crown Promenade Foyer Level 1
0815 - 0900	ANZAM Registration	Crown Promenade Foyer Level 1
	ANZAM/ANZMAC COMBINED PLENARY	Promenade Ballroom - P1
0900 - 1000	INTRODUCTION AND WELCOME: ANZMAC and ANZAM Conference Chairs KEYNOTE SPEAKER: Professor Tim Flannery (writer, scientist, explorer and Australian of the Year 2007); <i>Sustainable management and marketing</i> Sponsored by The Office of Environmental Sustainability TOES	
1000 - 1030	Morning Tea - Crown Promenade Foyer Level 1	

	P2	M1	M2	M4	M10	P3	SPECIAL SESSIONS				M9	M3	M5	M8	M6
CH	Marchegiani, Christopher	Lee, Geoffrey	Steel, Marion	van Zanten, Rob	McQuilken, Lisa	Ouschan, Robyn	M12	P1	M11	M13	Andrew Smith	Nick Stone	Doug Davis		Charmine Hattel
TRACK	Consumer Behaviour I	Consumer Behaviour II	Consumer Behaviour III	Marketing Education	Services Marketing	Sustainable and Social Marketing	SSA	WK C	WK A	WK B	HRM	International Management	Management, Education and Development	Marketing and Communication	Organisational Behaviour
THEME	Emotion	Marketing Communication	DB Online	e-learning II	Conflict and Service Failure	Consumer / Branding					Employment - Career & Talent Management	New Evidence from Expatriation and Trade Issues in Asia	Knowledge, Training and Development		Improving Work Sponsored by John Wiley & Sons Australia
1030 - 1050	Demystifying customer engagement: toward the development of a conceptual model. Hollebeek, Linda	You don't get a second chance at a first impression - assessing the impact of TV spots on perceived brand personality. Heinrich, Daniel; Hampel, Stefan; Bauer, Hans	Socio-psychological drivers of internet transaction behaviour: an empirical analysis. Pulit, Lennora	E-learning practice: a framework for the implementation of online learning. Lee, Geoffrey	After the horse has left the barn it's too late to close the door: a study of service firms' conflict handling ability. Walsh, Gianfranco; Nubisi, Nelson; Ibeh, Kevin	An evaluation of advertising strategies for anti-hoarding. Bowe, Jasha	Big Mac5 Symposium: Marketing, the GFC and future sustainability	Sustainable Management and Marketing Practices: An Industry Perspective	The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposium series on Leadership and Sustainability. Session 1:	Gender and careers: women, management training and leadership	Just a job or a satisfying career? Careers in the aged care industry. Clarke, Marilyn	Change your mind? A longitudinal study of expatriates' cognitive changes. Fee, Anthony; Lu, Steven; Gray, Sidney	Developing expert knowledge in communities of practice. Bathinapragada, Sankar; Daniel, Lisa	Developing a multidimensional scale for measuring network effects at product level. Wolter, Susanna; Sundqvist, Sanna	Does a positive work environment enhance organisational attachment in University academics? Ferrer, Justina; Foley, Patrick; VanGramberg, Bernadine
1050 - 1110	How thinking styles moderate the attraction effect. Mao, Wens; Oppewal, Harrie	Exploring dimensions of consumer-human brand attachment. Ilicic, Jasmina; Webster, Cynthia	Personality influences the Mobile Phone Usage. Siddiqui, Kamran; Mirza, Irfan; Awan, Fahim; Hassani, Ahmed; Asad, Munaza; Zaheer, Salim	How locus of control influences students' e-satisfaction with self-service technology in Higher Education. Chen, Bi; Ward, Steven; Noble, Terry; Tangsoongnern, Leela	Negative emotions in customers' service experience: service recovery in the Norwegian Tourism industry - measurements models. Svan, Sander; Slatten, Terje; Svensson, Goran; Edvardsson, Bo	Energy labels: formats and impact on consumption behaviour. Gu, Haodong; Morrison, Pamela; Yu, Chongxin					Middle managerial careers in the 21 st century. Jogulu, Uma; Parris, Melissa; Wolfram Cox, Julie	You're from where? The influence of distance factors on cross-cultural adjustment. Jenkins, Emma; Mockaitis, Audre	Developing a knowledge sharing model for the implementation of the learning organization. Sivewittanaku, Chokchai; VanGramberg, Bernadine; Shee, Himanshu	Service dominant logic: is it simply repositioning relationship marketing? Johns, Rachel; Blackman, Deborah; Low, David	Eco-careers: expressing green values in working lives. Inkson, Kerr; Parker, Polly

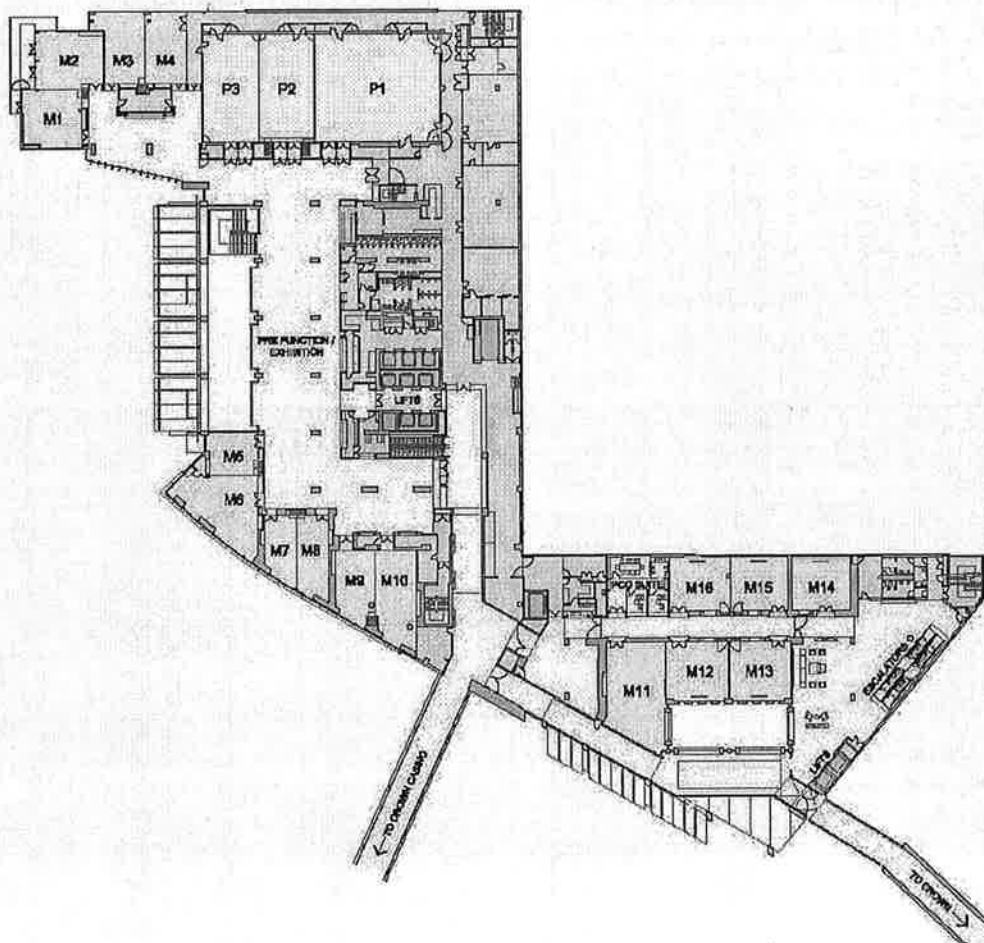
	P2	M1	M2	M4	M10	P3	SPECIAL SESSIONS				M9	M3	M5	M8	M6					
CH	Marchegiani, Christopher	Lee, Geoffrey	Steel, Marion	van Zanlen, Rob	McQuilken, Lisa	Ouschan, Robyn	M12	P1	M11	M13	Andrew Smith	Nick Stone	Doug Davis		Charmine Harrel					
TRACK	Consumer Behaviour I	Consumer Behaviour II	Consumer Behaviour III	Marketing Education	Services Marketing	Sustainable and Social Marketing	SS A	WK C	WK A	WK B	HRM	International Management	Management, Education and Development	Marketing and Communication	Organisational Behaviour					
THEME	Emotion	Marketing Communication	CB Online	e-learning II	Conflict and Service Failure	Consumer / Branding	Big Mac5 Symposium: Marketing, the GFC and future sustainability	Sustainable Management and Marketing Practices: An Industry Perspective	The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1:	Gender and careers: women, management training and leadership	Employment – Career & Talent Management	New Evidence from Expatriation and Trade Issues in Asia	Knowledge, Training and Development		Improving Work Sponsored by John Wiley & Sons Australia					
1110 - 1130	How do men and women process anti-alcohol ads stimulating negative emotions? Becheur, Imene; Valette-Florence, Pierre; Guizani, Haythem	Attitude towards TV advertisements: the case of the Bangladeshi tween-agers Razaque, Mohammed	Exploring on-line shoppers preferences for Australian and foreign sourced apparel Steel, Marion; Ho, Sheau	Marketing students' perceptions of online recorded lectures Ho, Henry; Weaver, Debbie	Cognitive appraisal processes in service failure situations Surachankumro, Nkun, Jiraporn; Patterson, Paul; McColl-Kennedy, Janet	Pursuing status through ethical consumption? Allison, Gareth					Reactive or proactive? Universities in action on their ageing academic workforce Larkin, Jacqueline; Neumann, Ruth	Cross-cultural competence of the PHC expatriate managers Wang, Dan; Freeman, Susan; Hutchings, Kate	Developing leaders through self-directed learning: a conceptual model of self-development Nesbit, Paul	Employer branding in Australia: a content analysis of recruitment advertising in the mining and higher education industries Watson, Paul; Chow, Jennice	Is there any relationship between loneliness, job satisfaction and organizational commitment of migrant workers? Chen, Sow Hup; Liu, Hua Han					
1130 - 1150	Stadium attendance: what kinds of experiences are some spectators looking for when they attend a Rugby Game? An experiential perspective Palerson, Michael; Johnstone, Micael-Lee	Consumer socialisation of children: exploring the influence of TV programme content on children's health knowledge, attitudes and behaviour Hawkins, Jacinta; Allison, Gareth		** The value of full-lecture versus summary podcasts for student learning van Zanlen, Rob	Consumer characteristics and responses after failures of self-service technology Kusumasondaja Sony	Brands and labels as sustainability signals Roth, Stefan; Klingler, Manuel; Schmidt, Thomas; Zitzelsperger, David					Managing the talent of independent contractors in Australia McKeown, Tui	The role of unilateral liberalisation in promoting GATS commitment: a case study of Bangladesh commitment in the mobile phone sector Yusul, Mohammad; Alam, Quamrul; Coghill, Ken	Continuous learning and employee learning processes: the case of New Zealand small manufacturing firms Cochrane, Alan; Pater, Raj; Vasantli, Peter	Conceptualising personal and historical nostalgia as travel motives Quintal, Vanessa; Asensio, Carolina; Phau, Ian; Marchegiani, Christopher	Raising the profile of depression in the workplace Lawson, Katrina; Rowell, John; Nohlet, Andrew					
1150 - 1210	Assessing varying intensities of personal nostalgia on emotions Phau, Ian; Marchegiani, Christopher	Preferences for TV content genre: what Sydney viewers want Lee, Geoffrey; McGuigan, Robyn			** The influence of failure severity and perceived employee effort on consumers' postcomplaint negative WOM intentions in a service guarantee context McQuilken, Lisa	The Impact of gym users' perceived value of fitness centres on their quality of life perceptions Ouschan, Robyn; Nikola, Meghann	Special Sessions continue through to 1230				Above sessions break for lunch at 1210									
Above sessions break for lunch from 1150 - 1210																				
SPECIAL SESSIONS AND WORKSHOPS																				
Venue	M12					P1					M11					M13				
1030 - 1230	SS A: SPECIAL SESSION Big Mac5 Symposium Marketing, the GFC and future sustainability Participants: Suzanne Beckmann, Copenhagen Business School Denise Conroy, University of Auckland Tim Devraney, AGSM Andreas Falkenberg, University of Agder, Norway Gary Lilen, Penn State University Daniel Tixer, ESSEC Business School Paris-Singapore Chair: Rob Lawson					WK C: INDUSTRY PANEL Sustainable Management and Marketing Practices: An Industry Perspective Participants: Richard Mason, Metro Trains Melbourne Nick Savaidis, Eliko Fair Trade Pat McCafferty, Yarra Valley Water Bob Beaumont, AusIndustry John Holloway, Direct Selling of Australia Graham Bradley, Australian Business Council TBC Kerry Schrank, PriceWaterhouseCoopers TBC Chair: Max Coulthard					The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1: "Sustainable Leadership and Global Responsibility" Jones, Grant; Avery, Gayle; Bisset, Rosemary; Ross, Don Chair: More, Elizabeth					Gender and careers: women, management training and leadership Connell, Julia; Ryan, Suzanne; Ross-Smith, Anne; Pullen, Alison				
1210 – 1330	Lunch Break – Crown Promenade Foyer Level 1 ANZMAC - INSTITUTIONAL MEMBERS LUNCH : 1215 – 1315 – P1																			
CONCURRENT SESSIONS																				
TRACK	Lunch continues until 1330					SPECIAL SESSIONS					P2	M3	M10	M9	M6					
THEME	M2	M7	M1	M5	P3	SS B	SS C	WK D	WK E	WK F	HRM	International Management	Marketing Education and Development	Marketing and Communication	Organisational Behaviour					
CH	Grace, Debra	Quaddus, Mohammed	Knight, John	Emerson, Alastair	Pettigrew, Simone	Marketing during a recession	Reviewers role in the academic process	The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability	Broadening our horizons: exploring the work of ten educational theorists and their potential contributions to the scholarship and practice of management education	Management and marketing research in China	Karen Becker	Nick Stone	Paul Nesbit		Christa Wood					
1310 - 1330	Brand Management	Consumer Behaviour I	Consumer Behaviour II	Public Sector and Not for Profit	Sustainable and Social Marketing						A career stage perspective to employees' preferred psychological contract inducements Low, Chin Henry; Bordia, Prashant	Curse of the constructs: assessing intercultural effectiveness Stone, Nick	The "Global Project": embedding global skill sets within management curriculum Cameron, Roslyn	Socially responsible behavior in socially protean context: how fundamental attribution error influence ethical consumer behaviour Yu, Chengping; Gu, Handong	Exploring the causes of nurses' intent to leave the job: a Taiwanese perspective Hung, Jia-Yi; Wong, Ho Yin					
1330 - 1350	Vertical brand extensibility: a conceptual framework Pontes, Nicolas; Javens, Colin	Understanding the impact of environmental uncertainty on efficiency performance indicator of Thai rice millers Thongnattana, Phatcharee; Jie, Ferry; Perera, Nelson	Mini-sizing consumption or whetting the appetite? Managerial insights on sachet marketing strategies of consumer goods companies Sy-Changco, Joseph; Pompitakpan, Chantika; Singh, Ramendra	Developing a local government marketing model Gardiner, Michael	The unique influences of university students' satisfactory and dissatisfactory high risk drinking experiences on their readiness to change Baird, Michael; Ouschan, Robyn; Phau, Ian						Employee participation as a moderator on the high performance work systems and the perception of quality of care relationship in a large regional Australian health service Battram, Timothy; Casimir, Gary; Leggat, Sandra; Stanton, Pauline; Bonias, Dimitra; Chierio, Cindy	Knowledge transfer and the traditional expatriate assignment: a literature review and future research directions Saleeb, Noorziyah; Fisher, Greg; Nankervis, Alan;	Empirical evidence for the efficacy of coaching: a field test using a Solomon four-group design Fisher, Melanie; Wood, Elliot	Consumer cognitive responses towards types of nostalgic appeals in advertising Marchegiani, Christopher; Phau, Ian	HR practices and employee outcomes: a study of job satisfaction and organisational commitment in Taiwanese nursing Hung, Jia-Yi; Timo, Nils					

Wednesday 2 December 2009

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		CONCURRENT SESSIONS											
	M2	P2	M4	M13	M8	P3	M1	M9	M3	M10	M6	M11	M12
CH	Areni, Charles	Farrelly, Francis	Luck, Edwina	Mort, Gillian	Garma, Romana	Rlethmuller, Sam	Garland, Ron	Andries Du Plessis	David Poole	Neil Barnwell	Alan Coetzer		
TRACK	Brand Management	Consumer Behaviour	CSR	Public Sector and Not for Profit Marketing	Services Marketing	Sustainable and Social Marketing	Tourism, Sports and Arts	HRM	International Management	Management Education and Development	Organisational Behaviour	WORKSHOP G	WORKSHOP H
THEME	Cultural and Foreign Branding	Emotions and Generational Issues	Sustainability Applications, Interpretations and Evaluations	Performance and Giving Behaviour	Sustainability and Social Responsibility	Tourism and Customer Choice	Destination and Service Experience		Knowledge Management and HRM in Multinational Enterprises	Curriculum & Design II	Managing Knowledge Sponsored by John Wiley & Sons Australia		
1630 - 1650	What's in a name? Asymmetry of foreign branding effects in hedonic versus utilitarian product categories <i>Melnyk, Valentyna; Klein, Kristina; Voickner, Franziska</i>	Do older consumers differ from younger consumers in their attitudes, information sources and store choice in the Australian clothing retail market? <i>Trinh, Giang</i>	** Ethical issues that impact on wool apparel purchases <i>Sneddon, Joanne; Lee, Julie; Soutar, Geoff</i>	The balanced scorecard as a framework for performance management in the Non profit sector <i>Went, Lindy; Quast, Ali; Davies, Deog</i>	Sustainable Management and Marketing: A re-evaluation of customer switching behaviour in service industries <i>Newby, Leonice; Ward, Tony</i>	Pro-environmental tourists and their views and understandings of 'green' tourism products <i>Berlin-Seers, Sue; Mail, Judith</i>	Incentives of international and local hotel chains to invest in congestion-reducing activities within a tourist destination region <i>Minamikawa, Kazumitsu; Ohkita, Kenichi</i>	Effects of performance appraisal on attitudinal reactions to workgroups: the mediating role of goal interdependence <i>Chan, Tingting; Wu, Peiguan; Leung, Kwok</i>	The role of social capital perceived by subsidiary executives in inter-subsidiary knowledge sharing <i>Yamao, Sachiko</i>	A sustainable model for a university-industry learning partnership: issues for universities <i>Choy, Sarojit; Delahaye, Brian</i>	Knowledge dynamics in communities of practice <i>Perrott, Bruce</i>	The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposium series on Leadership and Sustainability. Session 3: *Organisational Culture and Sustainability <i>Searle, Ben; Griffin, Barbara; Wiggins, Mark; Avery, Gayle; More, Elizabeth (Chair)</i>	Moving beyond awareness: tips and tactics for creating an inclusive intercultural classroom experience <i>Kerworthy, Amy; Hrivnak, George; Muligan, Louise; Williams, Marian</i>
1650 - 1710	Can uncertainty avoidance explain acceptance and rejection of familiar and unfamiliar brands? A cross-cultural research on American and French attitudes <i>Karsakian, Elane</i>	Exploring gender differences on generation Y's purchase intentions of prototypical and me-too brands <i>Quintal, Vanessa; Phau, Ian; Sims, Daniel</i>	Exploring the issues in sustainable development journal reporting <i>Van Der Meer, Rosemary; Torina, Lubo; Mustard, Jamie</i>	** Comparison of giving behaviour in Western Australia <i>Shanka, Tekle; Onyiah, Ivana</i>	Corporate reputation and service firms: which elements impact consumer choice? The impact of corporate reputation on learners' choice of university <i>Boiba, Esamar; Sanders, Ali; Vlijoen, Obie</i>	Sustainable tourism marketing: what should be in the mix? <i>Pomeroy, Alan; Johnson, Lester; Noble, Gary</i>	Co-constructing the museum visitors' experience: a case of two literary museums <i>Thyne, Minnie; Heide, Anne; Marie; White, Tabitha</i>	Recruitment and selection in the Eastern-Monte Carlo: empirical evidence from Macau SAR <i>Kuok, Oi Mei; Chan, Sow Hup</i>	Developing knowledge of organisational culture in multinational enterprises <i>Boyle, Brandon; Nicholas, Stephen; Mitchell, Rebecca</i>	Undergraduate student aspirations, awareness and knowledge of postgraduate study options: a cross-institutional examination <i>Varhegyi, Melinda; Jepsen, Denise</i>	Participating in organizational knowledge sharing: a Saudi Arabian perspective <i>Yeo, Roland; Youssef, Mohamed</i>		
1710 - 1730		The dark side of consumer fanaticism <i>Chung, Emily; Beverland, Michael; Farrelly, Francis; Quester, Pascale</i>	Green marketing communities and blogs: mapping consumer's attitudes for future sustainable marketing <i>Luck, Edwina; Gyroni, Ayu</i>	Huggers, movers and shakers: legitimizing communication actions of nascent social ventures <i>Douglas, Heather; Mort, Gillian</i>	Customer citizenship behaviours directed at service personnel: what the experts have to say <i>Garma, Romana; Bove, Libana</i>	Forgoing ownership in exchange: customer choice and service-dominant logic <i>Rlethmuller, Sam; Buttriss, Gary</i>	Strategic marketing practices and business performance in a sport context <i>Garland, Ron; Brooksbank, Roger</i>	Assessing motivation in personnel selection: a compound trait approach <i>Fein, Erich</i>	HRM readjustment dynamics of an industrial transplant: the case of Toyota in India <i>Jones, Robert; Mathew, Saji; James, Reynold</i>	Stakeholder perspectives on the potential for student consultancy-based projects (SCoP) between a business school and SMEs <i>Jones, Glyndwr; Davies, Janet</i>			
1730	Close of Sessions												
1815 - 2030	ANZAM/ANZMAC COMBINED COCKTAIL PARTY												
National Gallery of Victoria International, St Kilda Rd													

CROWN CONFERENCE CENTRE MAIN FLOOR PLAN-LEVEL 1



DAY TWO - ANZAM CONFERENCE PROGRAM 2009

1

2009 TRACK CHAIRS

PDM	1. Philosophy of Management	Assoc Prof Mark Dibben and Dr Cristina Neesham	M&C	9. Marketing and Communication	Assoc Prof Andrew Parsons
L&G	2. Leadership and Governance	Dr Sen Sendjaya	OB	10. Organisational Behaviour	Prof Mary Barrett
CMS	3. Critical Management Studies	Prof Gabriel Donleavy	PSN	11. Public Sector and Not-for-Profit*	Assoc Prof Ken Coghill
ESB	4. Entrepreneurship, Small Business and Family Enterprise	Prof Udo Staber	RM	12. Research Methods*	Prof Ray Cooksey
GDD	5. Gender and Diversity in Organisations	Prof Glenda Strachan and Dr Erica French	SM	13. Strategic Management	Dr Quamrul Alam
HRM	6. HR Management and Development	Dr John Mollneux	SSM	14. Sustainability and Social Issues in Management*	Assoc Prof Greg Wood
IM	7. International Management*	Assoc Prof Katherine Hutchings	TIM	15. Technology, Innovation and Supply Chain Management*	Dr Nicholas Beaumont
MED	8. Management Education and Development*	Assoc Prof Anne Ross-Smith	OC	16. Organisational Change	Dr Melanie Bryant

* Tracks of interest to both ANZAM and ANZMAC

Presenting author (where known) is underlined.

THURSDAY 3 DECEMBER 2009

0700 - 0845	Incoming ANZAM Executive Breakfast Meeting (concludes 0845)	Crown Promenade - M14
0815 - 0900	Registration – Crown Promenade Foyer Level 1	Crown Promenade Foyer Level 1
0900 - 0920	ANZAM Track Award Presentations: 1-8	Promenade - P1

CONCURRENT SESSIONS

Room	M8	M3	M6	M11	M4	M10	M9	M1	M13	M2	M12
Chair	Sen Sendjaya	Udo Staber	Michelle Brown	Snejlina Michalova	Suzanne Ryan	Lisa Bradley	Ross Donohue	Quamrul Alam	Gael McDonald	Lisa Daniel	Melanie Bryant
Theme	02 L&G Leadership: Intangible	04 ESB	06 HRM Research Into Unions	07 IM HRM, ER and Teams in Global Organisations	08 MED Curriculum & Design III	10 OB Managing Knowledge <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation I	16 OC Theories of Change
0920	Benevolent leadership, Leader-Member Exchange (LMX), followers' performance: an extension of leadership theory in a nonprofit organization <u>Chan, Simon</u> ; Mak, Wai-Ming	SMEs and environmental practices: barriers and drivers Cassells, Sue; Lewis, Kate	Employee well-being and union membership <u>Macky, Keith</u> ; Boxall, Peter	Employment relations in global production networks- initiating transfer of practices via union involvement? Fichter, Michael; Helfen, Markus; Sydow, Joerg	A role for casuistry in business ethics education? <u>Murphy, Steven</u> ; Weber, Wesley	The influence of organisational culture types on tacit knowledge sharing behaviour: a conceptual framework <u>N. Supplah</u> , Visvalingam; Sandhu, Manjit Singh	Balancing sustainability and effectiveness in emergency responses: an initial exploration using content analysis Rooney, Jim; <u>Hughes, Kate</u>	Is corporate social responsibility linked with firm performance? An alternative test Galbreath, Jeremy; <u>Shum, Paul</u>	Are ethical companies' shares less likely to be bought and sold in difficult economic times? <u>Klass, Desmond</u> ; <u>Metcalfe, Louise</u> ; Benn, Sue	Propensity to innovate: driving innovation in a professional services firm <u>Klass, Desmond</u> ; Wood, Margot	The attributed emotional intelligence of change leaders: a qualitative study <u>Smollan, Roy</u> ; Parry, Ken
0940	Personality influences on the self-leadership practices of vocational college academics <u>Marshall, Glenn</u> ; <u>Kiffin-Petersen, Sandra</u> ; Soutar, Geoff	Contributions of home-based businesses to regional economic development Wang, Calvin; Walker, Beth; Redmond, Janice; Breen, John	Union revitalization with Chinese characteristics? Empirical evidence from professional organiser / leader program Fan, Youqing	Moderating influences of team member heterogeneity on patterns of participation and voice: a comparison across individualist and collectivist cultures Bennett, Hady; <u>Wright, Norman</u>	Developing critical analysis skills – a challenge for all students Kemp, Sharon	The relationship between team coaching and team member learning: a multi-level analysis <u>Pirola-Merlo, Andrew</u> ; Liu, Chin-Yun	Managing the complexities of contemporary policing: towards a policy framework based on public value pragmatism Newton, Rebecca; Hughes, Owen	The innovative behaviour of employees within a small to medium sized enterprise: a social capital perspective <u>Xerri, Matthew</u> ; Brunetto, Yvonne; Shacklock, Kate	Sustainable procurement in the Malaysian public and private sectors McMurray, Adela; Islam, Mazharul; <u>Siwar, Chamhuri</u> ; Fien, John	Innovation and learning for sustainable competitive advantage: preliminary findings <u>Matthews, Judy</u> ; Becker, Karen	Applying Lewin's change model in the development of a learning organization <u>Wang, Yu-Lin</u> ; Ellinger, Andrea

Thursday 3 December 2009

2

CONCURRENT SESSIONS

Room	M8	M3	M6	M11	M4	M10	M9	M1	M13	M2	M12
Theme	02 L&G Leadership: Intangible	04 ESB	06 HRM Workplace Health and Safety	07 IM HRM, ER and Teams In Global Organisations	08 MED Curriculum & Design III	10 08 Managing Knowledge <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation I	16 OC Theories of Change
1000	DISCUSSION	Born-global firms: an examination of their performance Trudgen, Ryan; Freeman, Susan	Preventing workplace violence across diverse industry contexts: a framework for workplace violence control Bentley, Tim; <u>Calley, Bevan</u>	How may I be of service? Foreign accent adoption in off-shore call centres Bordia, Sarbari	Using the jazz metaphor to teach the strategy capstone course Mills, Michael	The effect of ethnic diversity and personal identity on expatriate managers Lindsay, Sarah; <u>Freeman, Susan</u>	Unrestrained market, subprime crisis, and public intervention Alam, Quamra; Tariqzaman, ATM; <u>Yusuf, Mohammad</u>	The importance of individual mental models for strategic thinking in organizations <u>Malan, Renee</u> ; Erwee, Ronel; Rose, Dennis	DISCUSSION	Innovation adoption and fit, linking R&D and Industry Moreland, Hayley; <u>Hyland, Paul</u>	Impact of downsizing and restructuring decisions and processes on organisational knowledge and organisational effectiveness: implications for perceived success <u>Stillington, Helen</u> ; Marshall, Verena
1020	Morning Tea – Crown Promenade Foyer Level: 1										

CONCURRENT SESSIONS											
Room	M8	M3	M7	M6	M9	M4	P3	M1	M10	M2	M5
Chair	Andre Pekertl	Udo Staber	Glenda Strachan	Cameron Newton	Greg Fisher	Julia Connell	Ken Parry	Greg Fisher	Greg Wood	Paul Hyland	Julie Wolfram-Cox
Theme	02 L&G Leadership: Intangible	04 ESB	05 GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II
1050	An unrecognised power: the influence of folklore on executive leadership McNally, Beverley	Defining the born global firm: a review of the literature Bader, Tony; Mazzarol, Tim	A model for sustaining an older workforce in local government Swan, Peter; Wicks, Alison	Relations between learning environments, competence development strategies, and learning outcomes in SME's Kock, Henrik; Ellstrom, Per-Erik	An investigation of the influence of nostalgia on tourist destination Asenjo, Carolina; Phau, Ian; Quintal, Vanessa; Marchegiani, Christopher	Foreign market entry mode choices in the internationalization of higher education institutions Dolles, Harald	Individual correlates of organizational commitment and knowledge sharing practices Wong, Anthony; Tong, Canon; Mula, Joseph	External intelligence capability as a dynamic capability for achieving superior organizational performance Koh, Hock-Teo; Hubbard, Graham; Seet, Pi-Shan; Tan, Joo-Seng	The limits to sustainability as market strategy: the case of Chile de Vries, Tineke; Bray, David; Paul, Karen	Innovation facilitation within a regional industry cluster Chapman, Ross; Beckett, Ronald; Gertsen, Frank	Organizational paths: how history matters in organizations Sydow, Joerg; Schreyoegg, Georg
1110	Shared leadership in arts organizations Cray, David; Inoué, Loretta	The complex hybrid of transnational scientific entrepreneurship and its role in the global knowledge system Oliver, Amalya; Montgomery, Kathleen	Mutual obligations and organisations' family friendly work practices: do they support attraction and retention of parents? Cliffe, Simone; Lloyd Walker, Beverley; Sims, Rob	Developing leadership and management capability for the future of an industry Becker, Karen; Short, Tom; Stehlik, Tom	Academics as part-time marketers in university offshore programs: an exploratory study Poole, David; Ewan, Craig	Cultural differences in attitudes toward plagiarism in undergraduate business students: an empirical investigation Redfern, Kylie; Barnwell, Neil	Exploring the motivational process of transformational leadership: the role of individual differentiation and team identification Tse, Herman; Chiu, Warren	Intellectual capital: the link to organisational strategy for sustainability Mitchell, Helen; Vlehiand, Dennis	A systems-based corporate sustainability framework Stubbs, Wendy	Innovation in three dimensions: a systems perspective Daniel, Lisa	Theories about theories: theoretic relations in organizational change Smith, Aaron; Graetz, Fiona
1130	Firm performance, corporate governance, and CEO turnover: an empirical study from China Pi, Lili; Lowe, Julian; Zhao Chao	The interface between Intrapreneurship, Innovation and IT governance McMurray, Adelaide; Chapman, Ross	Financial transitions and turning points for people with Multiple Sclerosis (MS): engaging emotions for a more compassionate organisational response Vickers, Margaret	Recognising a neglected human resource: a case study in the management of research education Neumann, Ruth	International management research: identity, pluralism and interdisciplinarity Michalova, Snežina	Harmonising Chinese and Australian approaches to learning in the workplace McWilliams, Alan; Henderson, Fiona	Managers' preferences influence their perceptions and commitment to the organization Bambacas, Mary	Network rivalry: environmental and network characteristics Galvin, Peter; Davies, Jennifer	Climate change policy developments in Australia: a comparison of stem, gamma, and the carbon pollution reduction scheme Niblock, Scott; Harrison, Jennifer; Kouzmin, Alexander	Exploring technology transfer and new product development through organisational learning in strategic technology alliances Jabar, Juhaini; Soosay, Claudine	Explaining organizational change through generative mechanisms Buttriss, Gary

CONCURRENT SESSIONS													
Room	M8	M3	M7	M6	M9	M4	P3	M1	M10	M2	M5	WORKSHOPS	
Theme	02 L&G	04 ESB	05 GDO	06 HRM Learning and Development	07 IM Emerging Issues In International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II		
1150 - 1210	DISCUSSION	An analysis of small business owners' participation in online learning <u>Smith, Tara</u> ; Stoney, Susan; Walker, Beth	DISCUSSION	The impact of overseas training on human capital development: a study on the Bangladesh Civil Service <u>Alam, Quamrul</u> ; Haque, Mohammed Ziaul Haque	Environmental imprinting, pre- entry learning, and the survival of new entrants <u>Yang, Jing Yu</u> ; Li, Jiatuo; Dellos, Andrew	Executive development: learning from effective practices in the Papua New Guinea public service <u>Polum, Nana</u> ; Wallace, Michelle	Does off-the-job embeddedness matter in predicting intention to leave? Treuren, Gerry	DISCUSSION	The carbon market: an investigation of the current state and trends <u>Niblock, Scott</u> ; Harrison, Jennifer	Renewable energy new technologies and Australian small and medium enterprises <u>Sedmak,</u> <u>Melissa</u> ; Evans, Alison	DISCUSSION		
	WORKSHOP I				WORKSHOP J				WORKSHOP K				
Room	M11				M12				M13				
1050 - 1210	Sport as Business Symposium - Academic Perspectives Session Chair: Mark Dibben Speakers: Prof Graham Cuskelly, Editor, Sports Management Review Prof Harald Dolles, Co-Chair, European Academy of Management "Sport as Business" Special Interest Group" A/Prof Lionel Frost, Editor, Sporting Traditions				Human Resource Management (HRM), 'lean' management and organisational issues in healthcare: International perspectives Bamber, Greg; Hicks, Chris; Mark, Annabelle; Burchill, Frank; Proctor, Steve				Mixed methods: the third methodological movement Cameron, Roslyn				
1210 - 1330	Lunch – Crown Promenade Foyer Level 1												
1230 - 1400	ANZAM AGM (1230 – 1400)												
1300 - 1330	Poster Presentations Session 1 – All poster authors to be available with their poster												
Promenade – P1													
Foyer Level 1													

Promenade - P1

Foyer Level 1

CONCURRENT SESSIONS												
Room	M5	M8	M3	P2	P3	M4	M7	M1	M10	M2	M9	M6
Chair	Bernard McKenna	Sen Sendjaya	Udo Staber	Keith Macky	Patrick Dawson	Melissa Parris	Jan Schapper	Quamrul Alam	Wendy Stubbs	Bruce Gurd	Karrin Garrety	
Theme	01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co-workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class
1330	Wisdom, management and moral duties: a Greco-Roman perspective Smail, Michael	Face values on trust in loyalty and empowerment: a study of managers in China's public sector Wang, Karen; Fang, Yongqing	Factors Influencing HRM of family firms in China: an empirical study Kim, Youngok; Gao, Fei Yi	Flexible work arrangements in higher education: a tale of two groups Paull, Megan; Omar, Maryam; Sharafizad, Fleur	Organizational and group antecedents of work group innovativeness in the service sector Nsunduluka, Evaristo; Shee, Hilmanshu	Job embeddedness and turnover: an empirical test with dispositional antecedents Gong, Yuanqun; Chow, Irene; Li, Weiwen	Customer orientation in an Australian public service agency and its effect on public service motives: developing a research study Wood, Christa	The internationalization of emerging market firms: a focus on inward-outward linkages and business group experience Ma, Xufei; Lu, Jane; Yiu, Daphne	Are SME printers accidental environmentalists? Lawrence, Phillip; Davis, Douglas; Benn, Sue	Identifying innovators in the workplace Chapman, Geoffrey; Dadich, Ann; Sloan, Terry	Exploring the application of positioning theory to the analysis of organisational change Zelle, Gregor	The use of simulations in management education Ruth, Damian
1350	Special and wise: the paradoxical nature of the representation of women in management Boyle, Maree; Roan, Amanda	Thematic analyses of employee perceptions of leadership: further support for the construct of effective leadership within local councils of Australia Murchi, Michael; Cooksey, Ray	Conflict in family firms: moderating role of continuance commitment Sardeshmukh, Shrutli	The work-life balance psychological contract: making sense of organisational signals Grigg, Kerry; Mayson, Susan; Bardeol, Anne	Human resource management in project-based organization: towards an orthogonal approach Bourgeon, Laurent	Correlation between personality traits and organisational commitment Tan, EeYon; Jay, Leighton; Taylor, Ruth	Nonprofit executive succession: a preliminary model Santora, Joseph; Sarros, James; Seaton, William	Intra-firm competition as a strategic option to enhance innovation performance Law, Kuok Kei; Bian, Lin	The relationship between environmental performance and environmental disclosure: empirical evidence from Australia Sutantoputra, Arles; Lindorff, Margaret; Prior Jonson, Elizabeth	Turning an innovation intention into a reality: the role of champions and external agencies Unsworth, Kerrie; Mazzarol, Tim; Reboud, Sophie	Through the practice looking glass: re-viewing workers as practitioners Price, Oriana; Johnson, Mary	
1410	A review of practical confucian wisdom and learning organizations Zhu, Yunxia	Transformational leadership and innovation: a moderated mediation model Tse, Herman; Chiu, Warren	Perceptions of success and achievement by females and males in small business Hede, Andrew; Sharma, Bishnu; Haddon Barbara	Using the theory of planned behaviour to explain work-life balance program utilization Ting, Donald; Wood, Elliot; Sevastos, Peter	Interdisciplinary research: a review of contextual and process factors Sledzok, Frank; Hilbert, Paul	Personality differences in emotional labour strategy groups Kiffin-Petersen, Sandra; Jordan, Catherine; Soutar, Geoff	Uniquely political: rebuilding resources in opposition Coghill, Ken; Holland, Peter; Donohue, Ross; Lewis, Colleen	A further revision of Stopford and Wells Model for MNC Matrices Qiu, Jane; Donaldson, Lex	Encouraging SMEs to participate in the management of common pool resources Carr, Rodney; Graham, Mary; Mason, Cecily; Parker, Craig	Performance improvement in small new product development firms with effective tool adoption and use de Waal, Gerrit; Knott, Paul	Organisational change: dynamics of culture, learning and resistance to change Jay, Leighton; Dayaram, Kandy	
1430	Collective intelligence, communal mind, and the ecology of wisdom Hays, Jay	Gratitude makes the organization go around: followers response to servant leadership Pekerti, Andre; Sendjaya, Sen; Ayoko, Oluremi	Innovativeness perspective on entrepreneurship orientation: developing a conceptual model Dembek, Krzysztof; Sarros, James; Dibben, Mark	What a difference a year makes: older workers and the global financial crisis Mountford, Helene	Mixed method research to inform regulatory reform: the case of rail environmental regulation von der Heide, Tanja; Charles, Michael	Re-considering type A personality as a risk factor for Angina: Interactions with perceived effort-reward imbalance at work Allisey, Amanda; Rodwell, John; Noblet, Andrew	Ethical dilemmas in the governance of nonprofit humanitarian organisations Armstrong, Anona; Francis, Ronald	Adaptation of export marketing strategy in Zimbabwean export firms Sibanda, Khutula; Erwee, Ronee; Ng, Eric	How do Australian small and medium enterprises communicate their corporate social responsibility activities online? Parker, Craig; Fraunholz, Bardo; Zutshi, Ambika	Trends in product innovation: how manufacturing and services blend Killen, Catherine	Tracking organizational change towards corporate sustainability Kirsch, Christina; Parry, Warren; Spittle, Jonathan; Peake, Cameron	

WORKSHOPS

Room	M5	M8	M3	P2	P3	M4	M7	M1	M10	M2	M9	M6
Theme	01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co-workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class
1450 - 1510	Why we need wisdom in knowledge intensive organisations: when theory goes bad Rooney, David	A silent cry for leadership: organizing for leading (in) clusters Sydow, Joerg; Lerch, Frank; Huxham, Chris; Hilbert, Paul	Motivations and value creation: a comparison of commercial and social entrepreneurs Ruskin, Jennifer; Seymour, Richard; Webster, Cynthia	What about me? Avoiding fatigue and gaining personal time in the work to leisure transition in work-life balance initiatives Brown, Kerry; Ling, Sharine; Bradley, Lisa; Lingard, Helen; Townsend, Keith	Fit to multiple contingencies in organizational design: contingency imperative versus equifinality Luo, Ben Nanfeng	Prejudice and the experience of aggression: the role of gender, emotion, and climate in a male-dominated workplace Alberto, R. Melgoza; Ayoko, Oluremi; Ashkanasy, Neal	Hippocratic oaths and hypocritical practices: NPM and the public health system Sheridan, Alison; O'Sullivan, Jane	Zimbabwean exporters: differences between high and low performers Sibanda, Khutula; Erwee, Ronee; Ng, Eric	Exploring the social domain of a corporate social responsibility (CSR) model for India and Pakistan Sayed, Ali; Stubbs, Wendy	Innovation in networked organisations: a social perspective Johnson, Claire; Daniel, Lisa	DISCUSSION	The use of simulations in management education Ruth, Damian

WORKSHOPS

WORKSHOP L						WORKSHOP M			WORKSHOP N			
M11						M12			M13			
1330 - 1510	Sport as Business Symposium - Industry Perspectives Session Chair: Max Couillard Industry speakers and panel members: Mark McAllion CEO Vic Sport ; Anne-Marie Harrison, CEO, Victorian Institute of Sport ; Kate Palmer, CEO Netball Australia ; Danny Corcoran, CEO, Athletics Australia ; Dr Peter Herten, Executive Director, Sport & Recreation Victoria (tbc) ; Kate Roffey, Tennis Australia ; Danielle Bleazby, Events Manager, Australian Football League ; Martin Doultou, Director, Monash Sport ; Geoff Lord, MD, Belgrave Group and CEO Melbourne Victory (tbc) ; Mike McKenna, GM Marketing Services, Cricket Australia (tbc)					Unpacking the black box: Investigating the relationships among OB and HR practices to develop and retain employees Gudmundsson, Amanda; Irmer, Bernd; Bradley, Lisa; Seibert, Scott; Bish, Adelle; Kralmer, Maria; Sung Oh, Hyun; Sargent, Lela; Allen, Belinda; Kabanoff, Boris			How do I design a robust qualitative study? A practical guide to research design Fitzgerald, Janna; Dadich, Ann			
1510 - 1540 Afternoon Tea – Crown Promenade Foyer Level 1 and Tilde University Press BOOK LAUNCH - Julia Connell & Stephen Teo (Editors); <i>Strategic HRM: Contemporary Issues in the Asia Pacific Region</i>												
CONCURRENT SESSIONS												
Room	M5	M8	M3	M7	P3	M6	M4	M1	M10	M2	M9	
Chair	Bernard McKenna	Loretta Inglis	Udo Staber	Eric French	Megan Paull	Darl Kolb	Peter Jordan	Greg Fisher	Greg Wood	Paul Couchman	Tul McKeown	
Theme	01 POM Wisdom Workshop	02 L&G Leadership and Structures	04 ESB	05 GDO	06 HRM Employment – Retention and Other Issues	10 OB	10 OB Co-workers / Stress and Emotion <i>Sponsored by John Wiley & Sons</i>	13 SM	14 SSM	15 TIM Innovation IV and Supply Chains	16 OC Technology and Change	
1540	Management education and wisdom: what they can do for promoting sustainable development? Biloslav, Roberto	Utilizing internal corporate governance mechanisms to safeguard investment in China <u>Hu, Helen</u> ; Verhezen, Peter; Tan, Monica	Understanding the do-it-yourself investor: a new type of entrepreneur Perrone, Lisa; Vickers, Margaret; Jackson, Debra	Do they speak SNAG? Comparing male students' perceptions of workplace communication dilemmas with those of female students and female managers Barrett, Mary	An empirical analysis of international staff retention employed by health boards in New Zealand <u>Nel, Pieter</u> ; du Plessis, AJ; Rodrigues, W	Browsing and emailing: impact of cyberloafing on work attitudes Lim, Vivien; <u>Chen, Don</u>	Unpacking the coworker influence: a moderated mediation model of coworker exchange quality and coworker organizational citizenship behaviour <u>Chen, Zhilun</u> ; Takeuchi, Riki	Dynamic capabilities and the strategy formation process Arndt, Felix; Staber, Udo	Advancing CSR performance: evidence from Australian informal work <u>Burchielli, Rosalia</u> ; Delaney, Annie	Technological invention to product innovation: a project management approach Ahn, Mark; <u>Zwikael, Ofer</u> ; Bednarek, Rebecca	Why is it so hard to set up systems for sharing electronic health records? A framework for investigating complex sociotechnical change <u>Garrety, Karin</u> ; Dalley, Andrew	
1600	Going with the flow: teaching as being, not technique Hays, Martin J	Boardroom identities: can independence be 'Cued' in directors? <u>Nicholson, Gavin</u> ; Tunnicliffe, Deborah	Framework of entrepreneurial orientation and networking: a study of SMEs performance in a developing country Kusumawardhani, Amie; McCarthy, Grace; Perera, Nelson	The effect of race similarity on job applicant attraction and pursuit intentions <u>Ng, Yin Lu</u> ; Bordia, Prashant; Kulik, Carol	Multi-skilling in the hotel industry in Taiwan <u>Chen, Li-Cheng</u> ; Wallace, Michelle	Online social networking and the creation of new organizational issues Bassi, Mia; Plester, Barbara	Mentoring and employee job-reduced stress: an examination of the cultural context on mentoring effects in China <u>Qian, Jing</u> ; Hays, Jay; Chen, George; Lin, Xiaosong	Use of virtual communities-of-practice for intra-firm knowledge transfer: barriers to dynamic capability formation <u>Gupta, Ajay</u> ; Soo, Christine; Cordery, John	Attitudes of social responsibility: cross-national longitudinal comparisons between managers and non-managers Oliver, Amalya; Factor, Roni; <u>Montgomery, Kathleen</u>	Supplier development - capability development and funding: cases from Malaysian automotive industry <u>Abdul Kadir, Kadzrina</u> ; Tam, On; Ali, Hassan	Enhancing eServices in Australian Local Government: The role of strategic leaders and employee commitment to change <u>Hossain, Chowdhury</u> ; Joiner, Terri; Brown, David	
1620	Asking the right questions for a wisdom culture McKenna, Bernard	Role ambiguity and nonprofit volunteer board member performance <u>Doherty, Alison</u> ; Hoyer, Russell	Identifying and measuring motivational factors in conducting network marketing business by Chinese immigrants <u>Dai, Fu</u> ; Teo, Stephen; Wang, Karen	Behind the scenes: the hidden power of women in family businesses <u>Houmaz, Laura</u> ; Betta, Michela	The retention of software development employees in the IT industry in Taiwan <u>Tseng, Chin-Yao</u> ; Wallace, Michelle	The entrepreneur and the bully McKay, Ruth	Does HR matter to workers' emotional exhaustion?—an organisational support perspective Yu, Chongxin	Knowledge management capability as a source of competitive advantage: an empirical study of Vietnamese enterprises <u>Nguyen, Thi</u> ; Neck, Philip	Towards a model of corporate social responsibility (CSR) in the ready made garments (RMG) industry in Bangladesh Haque, Ziaul; Azmat, Fara; Presenter Le, Huong	The effect of supply chain information integration on logistics integration and firm performance <u>Pralogo, Daniel</u> ; Ohager, Jan	A decision support tool for managing organisation change <u>Walters, Robyn</u> ; McGrath, Michael	
1640	DISCUSSION	Governance and management interaction in a child care setting Byrne, Suzanne	Microcredit and poverty alleviation: advancing understanding of institutions and complementary activity <u>Middleton, James</u> ; Seymour, Richard	Multiculturalism at work: cultural convergence between Maori and Chinese in New Zealand the relevance of collectivism, long term orientation and perceptions of time Houkamau, Carla	Building a model of community integration and quality of life to address retention problems of GPs (General Practitioners) in rural and remote Australia Verma, Priksat	Bullying in New Zealand's higher education sector: the impact on job satisfaction and performance <u>Thirwall, Alison</u> ; Haer, Jarrod; Zorn, Ted	Exploring the impact of context-specific job stressors on employee work outcomes <u>Teo, Stephen</u> ; Newton, Cameron; Soewanto, Karina	Responding to sustainability: a model exploring the impacts of boards of directors and organisational strategic flexibility Galbreath, Jeremy; <u>Nicholson, Gavin</u>	Corporate social accounting as stakeholder risk management <u>Greenwood, Michelle</u> ; Van Buren III, Harry	The Interaction of Internal and external integration and its impact on performance <u>Yang, Hongliang</u> ; Sun, Linyan; Sohail, Amrik; Li, Gang; Zhao, Li	The business logic and the enterprise systems ventures – the enterprise system as a political tool Westelius, Alf	
1700 - 1720	DISCUSSION	Rural enterprise development through microloans: lessons from Malaysia <u>Chan, Sow Hup</u> ; Abdul Ghani, Mazanah	Is that ailing or are you just being a nurse: an ethnographic interpretation of nurse managers performing emotional labour <u>Pearl, Frances</u> ; Roan, Amanda	Does 'fit' matter in nonprofits? Exploring value congruence, role stressors and employee health <u>Newton, Cameron</u> ; Frahm, Jennifer	The adoption of strategic marketing: a comparison of New Zealand and Chinese manufacturers Brooksbank, Roger; Taylor, David; <u>Garland, Ron</u>	Relationships between safety climate perceptions, personality and employee stress and burnout: modelling the relationships in a healthcare setting Bruning, Nealia; <u>Wilkinson, Nicole</u> ; Irvine-Day, Shelley	Competitive and flexible company structures using vertical integration and cooperation: empirical studies of the commercial printing industry Mejtoft, Thomas	Reframing occupational health and safety management: a social innovation approach Dawson, Patrick; Zanko, Michael	FDI and Intra-Industrial technology spillovers: empirical study on China's manufacturing industries <u>Zhao, Zengyao</u> ; Xu, Tao	DISCUSSION		
WORKSHOP O					WORKSHOP P			WORKSHOP Q				
Room	M11				M12			M13				
1540 - 1720	Exploring sustainable firm level productivity in the New Zealand food and beverage sector Renton, Michelle; Campbell, Charles; Daellenbach, Urs; Davenport, Sally; Motlon, Judy; Lelitch, Shirley; Love, Matene; Bryson, Jane; Haer, Jarrod				Human resource management practices of multinational corporations in Australia Burgess, John; McDonnell, Anthony; Stanton, Pauline; Boyle, Brendan; Dowling, Peter			Management of Innovation research after Culler: setting the agenda McLoughlin, Ian; Charles, David; Chapman, Ross; Dodgson, Mark; Cutler, Terry; Green, Roy				
1720	Close of sessions											
1845 - 1915	Pre-Dinner Drinks and ANZAM Awards Presentations											Promenade – P1
1915 - late	Conference Dinner											Crown Casino Palladium Ballroom

DAY THREE - ANZAM PROVISIONAL PROGRAM 2009

1

2009 TRACK CHAIRS

POM	1. Philosophy of Management	Assoc Prof Mark Dibben and Dr Cristina Neesham	M&C	9. Marketing and Communication	Assoc Prof Andrew Parsons
L&G	2. Leadership and Governance	Dr Sen Sendjaya	OB	10. Organisational Behaviour	Prof Mary Barrett
CMS	3. Critical Management Studies	Prof Gabriel Donleavy	PSN	11. Public Sector and Not-for-Profit*	Assoc Prof Ken Coghill
ESB	4. Entrepreneurship, Small Business and Family Enterprise	Prof Udo Staber	RM	12. Research Methods*	Prof Ray Cooksey
GDO	5. Gender and Diversity in Organisations	Prof Glenda Strachan and Dr Erica French	SM	13. Strategic Management	Dr Quamrul Alam
HRM	6. HR Management and Development	Dr John Molineux	SSM	14. Sustainability and Social Issues in Management*	Assoc Prof Greg Wood
IM	7. International Management*	Assoc Prof Katherine Hutchings	TIM	15. Technology, Innovation and Supply Chain Management*	Dr Nicholas Beaumont
MED	8. Management Education and Development*	Assoc Prof Anne Ross-Smith	OC	16. Organisational Change	Dr Melanie Bryant

* Tracks of interest to both ANZAM and ANZMAC

Presenting author (where known) is underlined.

FRIDAY 4 DECEMBER 2009

0830 - 0900	Registration - Crown Promenade Foyer Level 1	Crown Promenade Foyer Level 1
0900 - 0920	ANZAM Track Award Presentations: 9-16	Promenade - P1
0920 - 1000	KEYNOTE PLENARY: Professor Dexter Dunphy (Distinguished Professor, University of Technology Sydney) <i>Rethinking the Business of Sustainability and the Sustainability of Business</i>	
1000 - 1030	Morning Tea - Crown Promenade Foyer Level 1	

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Theme	01 POM	06 HRM The HR Profession	10 OB Managing Conflict / Teams Sponsored by John Wiley & Sons Australia	11 PSN	12 RM Research Methods I	14 SSM	15 TIM Project Management and Risk	
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1150	DISCUSSION	A project examining the link between motivation and performance agreements Molineux, John	Spillover effects of organizational justice: how perceptions of fair treatment at work influence organisational and community embeddedness, job satisfaction and turnover intentions Cordery, John; Gantor, Josh	Public accountability: the perceived usefulness of school annual reports Tooley, Stuart; Hooks, Jill	Applying mixed methods research to a cost-benefit analysis Murphy, Lyn; Maguire, William	DISCUSSION	The role of hard and soft technologies in improving competitive capabilities: the case of Thailand Khanchanapong, Teerasak; Prajogo, Daniel; Sohal, Amrik	

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1240 - 1310	Poster Presentations Session 2 – All poster authors to be available with their poster			Foyer Level 1				
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Testing POLC: an empirical examination of the functional definitions of management through a pilot study developing the POLC-BMS	Gordon, Raymond	HRM	
A framework of the influence of culture on the job interview	Kramar, Robin; Lim, Choon-Hwa	HTM	
Volatility spillover between stock market and foreign exchange market in Indonesia	Wiryo, Sudarso	IM*	
Involuntary executive turnover, institutional development, and environmental dynamism	Gong, Yuan; He, Ai; Li, Weiwen	MED *	
Can managerial skills be learned and taught with business simulation game?	Park, Seong Hoon; Gong, Hye-yeon	MED *	
The effects of the psychological contract in high performance team environments: a new model and propositions	Salicru, Sebastian	MED *	
Core self-evaluations as a moderator of the stressor-strain-satisfaction relationships among farm managers in New Zealand	Ang, Huat Bin (Andy)	OB	
The relationships among leadership, national culture, organizational citizenship behaviour (OCB) and organizational ethics: a conceptual framework	Butar Butar, Ivan; Hartel, Charmine; Sendjaya, Sen	OB	
Emotional and cultural fitness for sustainable sales management	Chu, Mei-Tai; Khosla, Rajiv	OB	
Organisational outcomes of training and communication for knowledge workers: a social exchange perspective	Farr-Wharton, Rod; Brunetto, Yvonne; Nelson, Silvia	OB	
Do they care if they are sacked: attitudes of generation Y towards psychological contract breach	Greenwood, Michelle; Vas, Andrew	OB	
A practical case study application of the CTIO problem-solving cycle to determine the association between the key variables for improving customer satisfaction in a major retail banking branch	Kissoon, Suryadeo Vinay	TIM	

A case study to implement the CTIO problem-solving cycle in a major Australian retail banking branch using the CIT concept	Kissoon, Suryadeo Vinay	OC
Managers' experiences of, and definitions of, stress in the workplace	Le Fevre, Mark	OB
Relationship of liking and social exchange to supervisor-directed organizational citizenship behavior in the Sultanate of Oman	Moideenkutty, Unnikammu	OB
How cognitive biases and heuristics shape organisational behaviour: a review of cognitive factors affecting exploration and exploitation	Rares, Quintin	OB
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Yield management - applicability to the educational service sector	Scerri, Moira; Agarwal, Renu	SM	
Combining soft systems thinking approaches to analyse sustainable tourism issues in Queenstown, New Zealand	Cavana, Bob; Garnham, Bob; Copland, Pauline	SSM	
Manager's degree of JIT involvement, locus of control and managerial performance	Costlin, Melanie; Byrne, Suzanne	TIM*	
Developing a product innovation model for a food and beverage company: a showcase of evidence-based management	Lal, John; Lui, Steven; Man Derek	TIM*	
Risk management in the service value chain - a proposed integration model	Smith, Heather	TIM*	
Exploring supply chain innovation capacity	Slorer, Maree; Hyland, Paul	TIM*	
Institutions, governance and the African Renaissance - exploring the dynamics of a public sector institution	Pillay, Soma; Kluvers, Ron	OC	

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